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AMS
1989
Data Processing Salaries Report

Salary rates for
data processing employees
in the
United States and Canada

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The following regions and cities are covered in this report:

EASTERN
Albany, NY
Allentown, PA (Lehigh Valley)
Binghamton, NY
Boston, MA
Buffalo, NY
Concord, NH
Harrisburg, PA
Hartford, CT
Lancaster, PA
Montgomery Cty., PA
Newark Area, NJ (Metro)
New York, NY
Philadelphia, PA
Pittsburgh, PA
Portland, ME
Providence, RI
Reading, PA
Rochester, NY
Stamford, CT
Syracuse, NY
Washington, DC
Westchester, NY
Wilmington, DE
York, PA

EAST CENTRAL
Akron-Canton, OH
Battlecreek-Kalamazoo, MI
Chicago, IL
Chicago (North/West), IL
Cincinnati, OH
Cleveland, OH
Columbus, OH
Dayton, OH
Detroit, MI
Evansville, IN
Fort Wayne, IN
Grand Rapids, MI
Indianapolis, IN
Rockford, IL
Toledo, OH

WEST CENTRAL
Cedar Rapids, IA
Davenport, IA
Des Moines, IA
Fargo-Moorhead, ND
Kansas City, MO
Lincoln, NE
Madison, WI
Mid-Missouri
Milwaukee, WI
Minneapolis-St. Paul, MN
Minnesota (Southern)
Omaha, NE
St. Louis, MO
Topeka, KS
Wichita, KS

SOUTHERN
Atlanta, GA
Birmingham, AL
Charlotte, NC
Columbia, SC
Dallas, TX
Fort Worth, TX
Georgia (Northwest)
Greensboro, NC
Greenville, SC
Houston, TX
Kingsport, TN
Knoxville, TN
Lexington, KY
Little Rock, AR
Louisville, KY
Norfolk, VA
Oklahoma City, OK
Orlando, FL
Raleigh, NC
Richmond, VA
Roanoke, VA
Tulsa, OK
Winston-Salem, NC

WESTERN
Denver, CO
Los Angeles, CA
Oakland-East Bay, CA
Phoenix, AZ
Portland, OR
Sacramento, CA
Salem Area, OR
San Francisco, CA
San Jose, CA
Seattle, WA
Sequoia/Palo Alto, CA

CANADA
Calgary, Alberta
Edmonton, Alberta
Grand Valley, Ontario
Hamilton, Ontario
Regina, Saskatchewan
Toronto, Ontario

Introduction

The AMS Management Information Committee is pleased to present the results of the seventh annual AMS salary survey of data processing personnel. This survey represents data collected from over 2,500 companies of all sizes and types across North America, incorporating over 45,000 data processing employees.

Average salary rates, effective February 1, 1989, are provided for 20 typical data processing positions commonly found in most companies. This year, weighted averages have been added to the survey, and are reported for each position in all breakouts.

The salary data is broken out by region (five in U.S., plus Canada), by type of business (seven) and by company size (two). Data is also reported for 93 cities across North America.

In addition, annual salary budget increases are given for 1989 (actual) and 1990 (projected) by region, type of business, size of company, and overall.

The AMS salary surveys are made possible through the cooperation of AMS chapters in cities throughout the United States and Canada. Salary survey coordinators in each chapter have solicited participation from a cross-section of member and nonmember companies in each city. Questionnaires are returned directly to AMS headquarters for processing to ensure the confidentiality of the salary data.

This report presents the overall results of the entire survey, with the breakouts as indicated above. More detailed results by city are provided to each chapter salary survey coordinator for publication of a local report. To determine the availability of a report for your city, contact the salary survey coordinator at AMS headquarters in Trevose, Pennsylvania.

We welcome your comments regarding the format of this survey, the positions covered, and other suggestions that will make this report a more effective tool for determining competitive salary rates for data processing employees.

Guide To Use of Survey Data

The **1989 Data Processing Salaries Report** presents annual base salary rates for 20 "benchmark" exempt and nonexempt data processing positions typically found in most businesses throughout the United States and Canada, effective as of February 1, 1989. Rates for each position are reported by city and region overall, plus type of business and company size.

In addition, salary budget information precedes the salary data, and reports actual increases for 1989 and projected increases for 1990. This information is reported overall by U.S. and Canada, by region, by type of business and by size of company.

EXPLANATION OF SALARY DATA

Each company participating in the survey was asked to provide one average rate for employees in each position. These rates are presented in this report as follows:

Weighted Average — the average weekly salary rate weighted by the number of employees per company.

Average — the weekly salary rate averaged by company. This "straight" rate is not affected by companies reporting a large number of employees, since each company's average for the position counts as one. Thus this rate may be more reliable in those cases where a large number of employees in one company has been reported and has strongly affected the weighted average. This can be seen where there is a significant difference between the "weighted average" and "average" figures. The "average" rate may also be more reliable where the sample size is small.

25th percentile — considering all the rates reported for a position, the low rate is the one that falls at the 25 percent mark up from the lowest rate reported. Rates less than this may generally be considered the extremes.

50th percentile — this rate represents the one that falls at the 50 percent mark (midpoint) of all the rates reported for a position. In a well-balanced sample, this rate will be close to the average.

75th percentile — this rate represents the one that falls at the 75 percent mark up from the lowest rate reported. Rates higher than this may generally be considered the extremes.

Start — the average weekly starting rate for the position.

APPLYING THE INFORMATION

Since this report is considered a "benchmark" survey, the positions as defined on the following pages are general. Survey respondents have been encouraged to include data for employees whose responsibilities are similar to those in the following descriptions, but whose titles may not be the same.

Therefore, the data in this survey should be used with discretion. You are urged to review the responsibilities of each position description before making comparisons with the positions in your company. Do not make comparisons by title alone. You should not expect the salaries of your employees to be the same as those in this report. The AMS data should be used in conjunction with other data and in consideration of such factors as location, benefits, unique company characteristics, availability of applicants, etc.

Non-supervisory (nonexempt) data processing employees do not usually move from city to city for better pay. It follows, then, that you are only competing for this type of employee with other firms in your city or industrial area. Many of these workers are not bound by industry lines so you should consider the rates paid by all types of businesses in your area.

A small number of responses for any given position in the city reports may not represent a sound sample. In this case, refer to position data for your region, type of business and/or size of company.

For further information about this or other AMS surveys, contact the salary survey coordinator at AMS Headquarters in Trevose, PA — 215-953-1040.

1989 DATA PROCESSING SALARY SURVEY — POSITION DESCRIPTIONS

GENERAL

A OVERALL DATA PROCESSING MANAGER — Responsible for planning, directing and controlling all data processing-related activities in an organization, including systems analysis, applications programming, computer operations and data entry activities and staffs.

SYSTEMS ANALYSIS

B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS — Responsible for planning, organizing and controlling the activities and personnel of the systems analysis section. Responsible for developing and implementing new or revised systems and procedures; for conducting feasibility studies; for systems design. Consults with other departments on systems and procedures. Assigns section personnel to projects and directs their activities. *(If includes applications programming responsibilities, see position H.)*

C LEAD SYSTEMS ANALYST — Assists manager/supervisor by organizing, scheduling and monitoring the activities and personnel of the systems analysis section. Assists in scheduling the work of the section. Has full technical knowledge of systems analysis activities and procedures. *(If includes applications programming responsibilities, see position I.)*

D SYSTEMS ANALYST — Formulates statements of business problems and devises procedures for solution of the problems. Competent to work at the highest technical level of systems analysis activities; generally works independently on projects. *(If includes applications programming duties, see position J.)*

APPLICATIONS PROGRAMMING

E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING — Responsible for planning, organizing and controlling the activities and personnel involved in the preparation of applications programs. Assigns and coordinates the work of the programming staff. Establishes standards for block diagramming, flowcharts and coding. May write and debug complex programs. Meets with systems analysts, other technical personnel and users to schedule projects and feasibility studies. Reviews and evaluates work of programming staff. *(If includes systems analysis responsibilities, see position H.)*

F SENIOR APPLICATIONS PROGRAMMER — Analyzes problems outlined by systems analysts and outlines detailed equipment requirements. Designs detailed flowcharts; verifies program logic by preparing test data for trial runs; tests and debugs programs; prepares run sheets for routine programs. May do coding from flowcharts. May confer with technical personnel. *(If includes systems analysis duties, see position J.)*

G APPLICATIONS PROGRAMMER — Conducts detailed analysis of defined systems specifications and develops block diagrams and flowcharts. Codes and prepares test data; tests and debugs programs; revises programs; documents procedures used for completed programs. Evaluates and modifies existing programs. *(If includes systems analysis duties, see position K.)*

SYSTEMS ANALYSIS AND PROGRAMMING

H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS AND PROGRAMMING — Responsible for planning, organizing and directing the activities and personnel involved in systems analysis, design and applications programming. Plans and monitors project assignments and schedules; meets with users to identify project requirements, establish deadlines, and resolve problems. Analyzes and ensures results meet user needs. *(Combines responsibilities of positions B and E.)*

I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER) — Plans, controls and monitors the activities and personnel involved in the implementation of projects involving systems analysis, design and applications programming. Coordinates testing and ensures timely implementation of projects assigned to the team. Ensures all necessary documentation is completed and standards adhered to. Interfaces with users to ensure their needs are met. Provides training and assistance to programmer/analysts. Prepares project status reports and keeps management informed of progress. *(Includes responsibilities of position C.)*

J SENIOR PROGRAMMER/ANALYST — Participates in systems analysis and program design activities. Handles complex projects involving extensive technical expertise. Interfaces with users to determine the need for, use of, and informational requirements of the new or modified system. Defines the applications problem and determines system specifications. Prepares logic flow charts, codes and documentation. Devises data verification methods and standard systems procedures. Trains programmer/analyst. *(Combines duties of positions D and F.)*

K PROGRAMMER/ANALYST — Participates in systems analysis and program design activities of lesser complexity than the above position. Interfaces with users to determine information requirements of the new or modified system; defines the applications problem; determines systems specifications; prepares logic flowcharts, codes and documentation; devises standard systems procedures. *(Combines duties of positions D and G.)*

COMPUTER OPERATIONS

L MANAGER - COMPUTER OPERATIONS — Responsible for ensuring the security and efficient and continuous functioning of the computer operations center mainframe and peripheral equipment. Interfaces with users to coordinate activities and resolve problems. Reviews and evaluates the performance of equipment and staff; recommends improvements as necessary. Maintains a state-of-the-art knowledge of hardware and peripheral equipment. Interfaces with vendors with regard to computer operating equipment.

M SUPERVISOR - COMPUTER OPERATIONS — Responsible for supervising computer operations and related functions in the efficient and economical production and testing of all computer jobs. Evaluates performance and service given to users. Maintains, reviews and adjusts operating schedules as necessary. Investigates and resolves operating problems. Serves as a liaison with vendors.

N LEAD COMPUTER OPERATOR — Assists the supervisor in providing work leadership and technical guidance to computer operators to ensure a continuous flow of work and performance. This includes assisting in planning, balancing and adjusting schedules; determining and resolving equipment input and operating problems within prescribed limits of authority; providing training to operators and operating equipment as necessary. Assists in coordinating activities with other DP sections.

O SENIOR COMPUTER OPERATOR — Operates computer utilizing established programs; handles wide range of tasks of varying compexity. Troubleshoots program errors or equipment failures. Instructs or gives limited directions to less experienced operators. Maintains operating records.

P COMPUTER OPERATOR — Operates computer utilizing established programs; loads computer and operates console in accordance with programmed instructions. Observes functioning of equipment. Detects and reports nature of errors or equipment failure and makes simple console adjustments.

DATA ENTRY

Q SUPERVISOR - DATA ENTRY — Responsible for supervising, scheduling and organizing the work of data entry employees. Reviews and evaluates section performance. Interfaces with users as needed. Maintains files.

R LEAD DATA ENTRY OPERATOR — Responsible for assisting the supervisor by providing work, leadership and technical guidance to data entry operators to ensure a smooth and continuous flow of work and performance. Assists in training and instructing data entry operators.

S SENIOR DATA ENTRY OPERATOR — Operates data entry equipment to record and/or verify data from source documents. Corrects errors. Follows a pattern of operations generally standardized but frequently including rules, exceptions and special instructions which demand the operator's close attention. May provide assistance and/or training to less experienced operators.

T DATA ENTRY OPERATOR — Operates data entry equipment to record and/or verify data from source documents. Corrects errors. Follows a generally standardized pattern of operations.

Exempt Salary Budget Increases

1989 — Approved (%)

Type of Business	Total U.S.	Eastern	East Central	West Central	South	West	Canada
Manu./Proc./Const.	4.9	4.9	4.9	4.7	4.9	4.8	5.0
Bank./Ins./Fin.	5.4	5.5	5.4	5.3	5.4	5.5	5.4
Service	6.3	6.1	6.6	5.9	6.7	5.8	5.6
Retail/Wholesale	5.1	5.6	4.8	5.1	4.8	5.1	5.1
Util./Trans./Comm.	4.8	5.1	5.0	4.5	4.6	5.0	5.1
Educ./Gov't./Nonprof.	5.0	5.6	4.9	4.8	4.8	3.9	4.3
Other	5.4	5.5	5.4	4.9	5.2	5.8	5.3
Total	**5.2**	**5.4**	**5.2**	**5.1**	**5.3**	**5.2**	**5.1**
Size of Company							
Under 500 Emps.	5.4	5.5	5.3	5.2	5.4	5.3	5.1
Over 500 Emps.	5.0	5.2	5.0	4.8	5.0	5.0	5.1

1990 — Planned (%)

Type of Business							
Manu./Proc./Const.	5.1	5.2	5.1	4.7	5.1	5.3	4.9
Bank./Ins./Fin.	5.5	5.7	5.5	5.4	5.5	5.1	5.0
Service	6.1	6.1	6.5	6.0	6.2	5.7	5.7
Retail/Wholesale	5.1	5.3	5.4	4.9	4.8	5.2	5.2
Util./Trans./Comm.	4.8	4.9	5.1	4.7	4.6	5.1	5.2
Educ./Gov't./Nonprof.	5.0	5.5	5.0	4.7	5.0	4.1	4.2
Other	5.6	5.8	5.7	4.9	5.5	6.0	5.1
Total	**5.4**	**5.6**	**5.4**	**5.1**	**5.4**	**5.3**	**5.0**
Size of Company							
Under 500 Emps.	5.5	5.7	5.4	5.2	5.5	5.3	4.9
Over 500 Emps.	5.1	5.2	5.3	4.8	5.0	5.3	4.5

Nonexempt Salary Budget Increases

1989 — Approved (%)

Type of Business	Total U.S.	Eastern	East Central	West Central	South	West	Canada
Manu./Proc./Const.	4.6	4.6	4.5	4.4	4.7	4.5	4.5
Bank./Ins./Fin.	5.3	5.5	5.3	5.1	5.2	5.3	5.2
Service	5.7	5.6	5.7	5.7	6.3	5.3	4.6
Retail/Wholesale	4.8	5.0	4.7	4.8	4.7	4.9	5.0
Util./Trans./Comm.	4 6	4.9	4.6	4.3	4.6	4.7	4.8
Educ./Govt./Nonprof.	4.9	5.5	4.7	4.7	4.6	3.8	4.5
Other	5.2	5.4	5.2	4.9	4.9	5.4	4.8
Total	**5.0**	**5.1**	**4.9**	**4.9**	**5.0**	**4.9**	**4.7**
Size of Company							
Under 500 Emps.	5.1	5.2	5.0	5.0	5.1	4.9	4.7
Over 500 Emps.	4.8	5.0	4.8	4.6	4.8	4.9	4.7

1990 — Planned (%)

Type of Business							
Manu./Proc./Const.	4.7	4.7	4.8	4.5	4.8	5.1	4.4
Bank./Ins./Fin.	5.5	6.9	5.4	5.1	5.2	5.1	5.3
Service	5.6	5.4	5.7	5.4	6.1	5.3	5.0
Retail/Wholesale	4.9	4.9	5.2	4.7	4.7	5.1	4.9
Util./Trans./Comm.	4.8	4.8	4.8	4.6	4.7	5.0	5.0
Educ./Gov't./Nonprof.	4.8	5.3	4.7	4.4	4.9	3.8	4.0
Other	5.4	5.4	5.5	5.0	5.3	5.9	4.9
Total	**5.1**	**5.3**	**5.1**	**4.8**	**5.2**	**5.1**	**4.6**
Size of Company							
Under 500 Emps.	5.2	5.5	5.1	4.9	5.2	5.1	4.7
Over 500 Emps.	4.8	4.8	4.9	4.6	5.0	5.2	4.0

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

TOTAL U.S.

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.7	44.1	39.6	35.4	44.1	33.5	26.7	47.3	42.1	35.9	30.4	42.2	32.1	24.4	22.0	18.9	25.5	19.8	16.7	14.6
AVERAGE	54.3	45.8	40.6	34.0	45.4	32.8	26.2	48.4	41.1	34.8	28.5	42.1	31.4	23.8	21.3	18.1	26.0	19.5	17.3	15.0
25TH	42.5	39.5	36.5	29.5	38.5	27.5	22.5	41.5	36.5	30.5	25.5	34.5	26.5	20.5	18.5	15.5	21.5	16.5	15.5	13.5
50TH	51.5	45.5	40.5	34.5	46.5	31.5	24.5	48.5	40.5	34.5	28.5	40.5	30.5	23.5	21.5	17.5	25.5	19.5	17.5	14.5
75TH	63.5	52.5	44.5	38.5	52.5	37.5	29.5	54.5	46.5	38.5	32.5	49.5	35.5	26.5	23.5	20.5	29.5	21.5	19.5	16.5
START	43.9	37.3	32.4	28.3	35.9	27.7	22.9	39.0	33.9	29.3	24.8	34.6	26.4	20.4	18.2	15.9	21.3	16.0	14.5	13.1
NO. COMPANIES	931	280	293	448	256	287	448	529	428	681	898	624	603	455	657	1013	419	320	445	846
NO. EMPLOYEES	1172	822	1354	2056	527	1501	2363	1522	2382	4563	6258	728	1161	1130	2424	3715	566	823	2938	5462

EASTERN UNITED STATES

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.4	44.3	37.3	35.3	43.9	33.5	26.9	46.5	41.2	36.0	30.3	43.1	30.6	24.1	21.6	18.4	24.9	20.0	17.3	15.1
AVERAGE	53.9	45.7	41.3	33.9	45.5	35.3	27.5	48.7	41.3	34.8	28.7	41.7	31.1	23.3	21.2	17.8	25.3	19.6	17.4	15.2
25TH	42.5	40.5	37.5	28.5	37.5	29.5	22.5	40.5	36.5	31.5	25.5	33.5	25.5	20.5	18.5	15.5	21.5	16.5	15.5	13.5
50TH	51.5	46.5	41.5	32.5	45.5	33.5	26.5	48.5	41.5	35.5	29.5	40.5	30.5	23.5	21.5	17.5	24.5	19.5	17.5	14.5
75TH	64.5	53.5	44.5	39.5	52.5	38.5	30.5	56.5	46.5	38.5	32.5	48.5	35.5	26.5	23.5	20.5	28.5	22.5	19.5	16.5
START	44.2	38.4	33.1	29.7	38.7	29.8	24.0	39.3	34.9	29.8	24.9	34.7	26.3	20.4	18.4	16.1	21.6	16.7	14.9	13.2
NO. COMPANIES	246	82	76	114	65	70	106	125	105	166	230	168	159	120	159	264	109	86	120	238
NO. EMPLOYEES	283	429	389	401	128	261	450	426	707	1061	1500	213	309	275	596	798	173	164	874	1643

EAST CENTRAL UNITED STATES

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	51.9	46.5	40.1	34.8	45.5	34.2	27.6	46.9	41.8	35.6	29.9	42.7	32.4	24.4	21.3	18.4	27.0	20.8	17.2	15.0
AVERAGE	52.9	46.6	40.2	34.1	45.4	31.8	26.7	47.2	41.0	35.4	28.6	42.7	31.3	23.9	21.0	18.5	26.3	20.2	17.4	15.1
25TH	42.5	39.5	36.5	29.5	38.5	27.5	21.5	42.5	36.5	31.5	25.5	35.5	26.5	20.5	18.5	16.5	21.5	17.5	15.5	13.5
50TH	51.5	47.5	40.5	33.5	46.5	31.5	25.5	47.5	40.5	35.5	28.5	41.5	30.5	23.5	20.5	18.5	25.5	19.5	17.5	14.5
75TH	62.5	52.5	44.5	37.5	50.5	35.5	30.5	52.5	45.5	38.5	32.5	49.5	35.5	26.5	23.5	20.5	28.5	23.5	19.5	16.5
START	42.7	35.5	32.7	28.5	36.3	26.8	23.3	37.6	33.9	28.8	24.8	34.9	26.4	20.6	18.0	16.0	21.6	16.4	14.7	13.2
NO. COMPANIES	224	59	59	103	48	61	103	123	91	156	200	145	131	109	153	239	95	74	192	186
NO. EMPLOYEES	237	97	236	407	88	285	517	369	512	1078	1316	154	251	290	531	858	150	234	563	1296

WEST CENTRAL UNITED STATES

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.7	41.6	40.6	35.7	42.9	29.7	24.2	46.2	39.7	34.0	28.9	40.4	33.3	24.7	22.5	19.1	25.6	19.0	16.2	13.7
AVERAGE	54.8	44.0	40.0	32.6	43.9	30.9	23.8	46.4	39.2	33.0	27.5	41.0	30.9	23.8	21.3	17.8	25.7	18.9	16.9	14.4
25TH	43.5	39.5	37.5	28.5	36.5	26.5	20.5	39.5	34.5	29.5	24.5	33.5	25.5	20.5	18.5	15.5	20.5	16.5	15.5	12.5
50TH	50.5	43.5	40.5	33.5	44.5	29.5	23.5	46.5	39.5	32.5	27.5	39.5	29.5	22.5	20.5	17.5	23.5	19.5	16.5	14.5
75TH	63.5	49.5	42.5	37.5	51.5	33.5	25.5	52.5	42.5	36.5	30.5	48.5	35.5	26.5	23.5	19.5	30.5	21.5	18.5	15.5
START	42.9	36.6	31.5	27.1	35.2	26.4	20.7	37.8	31.5	27.7	23.8	33.2	25.1	20.1	18.1	15.3	20.5	15.3	14.0	12.6
NO. COMPANIES	202	61	68	108	77	77	124	128	99	163	218	139	132	96	148	214	91	59	88	176
NO. EMPLOYEES	251	115	269	581	158	361	710	282	446	992	1622	154	235	214	528	837	127	117	537	1055

SOUTHERN UNITED STATES

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	59.7	42.0	39.5	33.9	43.4	32.9	26.6	46.9	44.0	36.0	31.5	41.1	31.9	23.8	21.4	18.9	24.2	18.9	16.0	13.4
AVERAGE	56.0	45.0	39.9	34.3	46.0	32.4	26.2	49.5	41.8	35.0	28.7	41.7	31.7	23.3	20.5	17.5	25.8	18.8	17.0	14.4
25TH	44.5	39.5	35.5	30.5	40.5	26.5	22.5	42.5	36.5	30.5	24.5	33.5	26.5	20.5	18.5	15.5	20.5	16.5	14.5	12.5
50TH	53.5	45.5	39.5	34.5	46.5	31.5	24.5	49.5	41.5	34.5	29.5	40.5	31.5	22.5	20.5	17.5	25.5	18.5	16.5	14.5
75TH	64.5	50.5	45.5	38.5	50.5	37.5	29.5	55.5	46.5	39.5	32.5	48.5	36.5	25.5	22.5	19.5	29.5	20.5	18.5	16.5
START	45.9	36.8	32.1	28.2	36.7	27.2	23.5	40.0	34.2	29.4	24.8	35.0	27.3	19.6	17.4	15.2	20.0	14.9	13.8	12.4
NO. COMPANIES	189	58	64	85	49	53	82	113	100	140	181	134	137	106	140	214	87	70	98	166
NO. EMPLOYEES	330	146	379	492	128	341	453	337	513	1001	1423	161	282	308	518	958	167	234	1024	1041

WESTERN UNITED STATES

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.3	50.7	45.6	39.8	50.7	39.3	31.7	55.4	46.6	40.5	33.8	46.9	33.9	27.9	25.8	21.5	27.3	20.9	19.3	16.1
AVERAGE	54.3	51.1	42.1	37.3	49.8	35.0	28.7	54.8	44.5	38.2	31.2	46.8	33.3	27.2	24.6	20.5	28.2	20.0	19.0	16.7
25TH	39.5	41.5	36.5	31.5	42.5	28.5	24.5	45.5	39.5	34.5	28.5	40.5	29.5	22.5	21.5	17.5	23.5	15.5	17.5	14.5
50TH	52.5	51.5	41.5	36.5	51.5	36.5	26.5	52.5	46.5	37.5	31.5	42.5	31.5	27.5	24.5	19.5	27.5	20.5	18.5	16.5
75TH	67.5	55.5	47.5	44.5	56.5	40.5	31.5	65.5	49.5	42.5	35.5	53.5	36.5	30.5	26.5	22.5	31.5	22.5	20.5	18.5
START	43.8	42.7	33.7	31.4	39.4	28.5	24.8	44.4	36.7	33.5	27.6	37.4	28.3	24.4	20.2	18.5	24.6	17.3	16.1	15.0
NO. COMPANIES	70	20	26	38	17	26	33	40	33	56	69	56	44	24	57	82	37	31	38	78
NO. EMPLOYEES	71	35	81	175	25	233	233	109	204	431	337	46	84	43	161	264	49	54	140	421

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

TOTAL U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	58.5	47.1	42.8	36.3	46.2	32.9	27.6	49.7	45.8	38.0	31.0	44.7	32.2	25.5	22.9	19.1	26.7	20.8	16.7	15.6
AVERAGE	52.7	46.4	42.1	34.8	45.4	33.0	26.4	47.6	42.6	35.7	28.9	44.5	32.1	24.4	21.7	18.6	27.0	19.9	17.9	15.5
25TH	43.5	41.5	37.5	30.5	41.5	28.5	21.5	39.5	37.5	32.5	26.5	36.5	27.5	21.5	18.5	16.5	22.5	16.5	16.5	13.5
50TH	50.5	45.5	41.5	35.5	46.5	32.5	25.5	47.5	41.5	36.5	29.5	43.5	31.5	24.5	21.5	18.5	26.5	19.5	17.5	15.5
75TH	60.5	52.5	45.5	39.5	49.5	36.5	30.5	53.5	47.5	38.5	32.5	51.5	36.5	27.5	23.5	20.5	30.5	22.5	19.5	17.5
START	43.4	38.9	34.4	30.0	38.2	28.2	23.7	39.9	36.2	30.2	25.4	38.6	27.3	21.3	19.1	16.6	22.5	16.7	15.0	13.5
NO. COMPANIES	272	77	69	123	62	73	122	144	92	193	267	133	151	105	174	295	62	77	110	225
NO. EMPLOYEES	368		199		80		322		347		1006		192		452		102		407	
		100		316		165		229		733		140		224		715		122		718

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	60.6	45.9	41.8	34.4	43.6	32.9	25.6	47.5	41.8	36.2	29.9	44.3	32.0	24.0	21.7	17.6	25.9	19.6	16.4	13.7
AVERAGE	60.7	46.0	40.2	32.9	44.7	32.4	25.3	49.7	41.1	34.7	28.0	42.9	31.2	23.4	20.7	17.1	25.6	18.9	16.6	13.9
25TH	48.5	39.5	36.5	27.5	37.5	27.5	21.5	42.5	35.5	30.5	24.5	34.5	26.5	20.5	18.5	15.5	21.5	16.5	14.5	12.5
50TH	57.5	47.5	40.5	32.5	44.5	30.5	24.5	48.5	40.5	34.5	28.5	41.5	29.5	22.5	20.5	17.5	24.5	18.5	16.5	13.5
75TH	70.5	52.5	44.5	36.5	52.5	36.5	27.5	54.5	45.5	37.5	31.5	50.5	35.5	25.5	22.5	19.5	29.5	21.5	18.5	15.5
START	47.8	35.9	30.6	26.6	35.8	26.6	22.2	39.8	32.9	29.1	24.2	34.7	26.0	19.8	17.4	15.1	20.3	15.2	13.5	12.1
NO. COMPANIES	197	72	85	120	66	75	122	142	128	173	214	162	163	141	191	259	112	83	130	185
NO. EMPLOYEES	205		309		162		781		733		1830		351		703		163		751	
		124		596		467		459		1617		206		350		873		279		1854

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	50.6	43.8	42.9	38.7	43.5	31.9	24.7	43.3	41.5	36.3	31.4	37.5	28.5	22.4	20.7	17.6	24.6	20.4	17.9	13.4
AVERAGE	48.2	40.5	41.0	33.6	45.9	33.2	26.2	50.1	40.1	35.2	28.2	39.1	28.7	22.5	20.3	17.2	24.2	18.7	17.2	14.2
25TH	34.5	35.5	36.5	28.5	36.5	27.5	20.5	43.5	38.5	31.5	24.5	31.5	23.5	19.5	17.5	15.5	20.5	16.5	15.5	12.5
50TH	48.5	40.5	39.5	33.5	46.5	33.5	25.5	50.5	40.5	35.5	28.5	38.5	27.5	21.5	20.5	17.5	23.5	18.5	17.5	13.5
75TH	61.5	48.5	45.5	38.5	52.5	37.5	30.5	55.5	43.5	37.5	31.5	44.5	32.5	25.5	22.5	19.5	26.5	21.5	18.5	15.5
START	40.2	34.0	34.4	29.6	38.2	27.7	22.3	40.5	34.2	29.7	23.9	30.4	24.0	19.5	17.2	15.2	20.4	16.2	15.1	12.7
NO. COMPANIES	71	23	22	28	20	22	32	30	29	42	60	57	41	39	51	77	42	30	42	82
NO. EMPLOYEES	113		77		29		219		107		841		78		170		82		415	
		37		222		139		176		287		86		73		219		108		648

RETAIL/WHOLESALE SALES & DISTRIBUTION

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	53.0	47.7	43.8	36.7	48.7	32.7	26.6	49.3	43.1	35.9	29.8	41.4	30.7	23.4	21.6	18.5	24.6	19.0	16.5	14.0
AVERAGE	53.0	47.1	40.8	35.6	47.2	31.1	25.2	49.0	41.1	34.5	28.5	41.6	29.8	22.5	21.3	17.8	24.7	18.6	16.7	14.9
25TH	39.5	37.5	36.5	30.5	40.5	24.5	22.5	42.5	36.5	31.5	25.5	33.5	23.5	19.5	19.5	15.5	20.5	16.5	14.5	12.5
50TH	48.5	45.5	42.5	34.5	46.5	31.5	23.5	49.5	40.5	34.5	28.5	39.5	30.5	22.5	20.5	18.5	23.5	19.5	16.5	14.5
75TH	62.5	56.5	45.5	44.5	56.5	33.5	27.5	52.5	44.5	36.5	31.5	49.5	33.5	26.5	23.5	20.5	27.5	20.5	18.5	16.5
START	46.6	39.2	32.9	29.3	40.1	27.2	20.9	38.3	35.8	29.1	25.0	35.9	26.1	19.5	17.6	15.2	21.3	15.7	14.3	13.1
NO. COMPANIES	86	21	19	26	21	16	29	40	40	61	76	51	45	41	49	95	45	38	45	106
NO. EMPLOYEES	86	22	74	94	50	57	140	76	146	313	425	53	66	93	114	335	54	62	146	729

UTILITIES/TRANSPORTATION/COMMUNICATIONS

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	62.3	48.9	42.5	38.2	52.3	34.7	27.9	52.0	44.3	37.1	32.3	44.7	37.9	27.3	24.5	22.3	32.2	24.4	19.3	17.6
AVERAGE	57.8	49.8	41.7	35.1	50.4	36.1	26.5	52.2	44.5	37.4	30.8	46.1	36.1	27.8	24.5	21.4	31.7	23.5	19.8	17.4
25TH	46.5	43.5	40.5	32.5	45.5	28.5	23.5	45.5	40.5	33.5	28.5	38.5	31.5	20.5	20.5	18.5	22.5	19.5	16.5	15.5
50TH	54.5	45.5	42.5	35.5	46.5	34.5	24.5	51.5	44.5	36.5	30.5	44.5	36.5	27.5	23.5	21.5	34.5	23.5	18.5	16.5
75TH	65.5	53.5	43.5	38.5	51.5	41.5	28.5	57.5	46.5	41.5	34.5	52.5	40.5	32.5	27.5	24.5	38.5	26.5	22.5	20.5
START	45.2	43.2	34.2	28.8	42.0	31.7	24.1	40.8	36.6	31.2	26.2	37.4	30.2	25.3	21.4	17.1	25.5	19.4	16.8	14.5
NO. COMPANIES	49	17	22	28	12	12	26	44	32	44	59	45	46	30	41	55	35	24	27	47
NO. EMPLOYEES	78	20	83	230	15	118	207	124	225	275	468	51	140	68	160	442	38	36	156	145

EDUCATION/GOVERNMENT/NONPROFIT

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	46.7	42.2	34.7	32.6	38.9	32.2	26.0	45.3	39.4	33.4	29.5	33.1	30.0	24.2	21.5	18.6	22.9	18.5	15.3	15.8
AVERAGE	52.4	44.7	38.2	32.6	43.4	31.6	26.0	44.5	37.9	31.9	27.5	35.3	29.2	23.3	20.7	17.9	23.5	18.3	16.9	15.0
25TH	42.5	38.5	32.5	28.5	37.5	26.5	21.5	37.5	32.5	28.5	23.5	33.5	24.5	20.5	17.5	15.5	19.5	15.5	15.5	12.5
50TH	49.5	43.5	38.5	32.5	44.5	29.5	24.5	45.5	36.5	31.5	27.5	38.5	29.5	22.5	21.5	17.5	22.5	18.5	16.5	14.5
75TH	63.5	51.5	41.5	36.5	51.5	35.5	29.5	49.5	42.5	35.5	31.5	43.5	33.5	26.5	23.5	19.5	25.5	20.5	18.5	16.5
START	40.3	35.2	31.1	26.8	33.8	26.0	22.3	35.3	31.1	27.5	23.8	31.3	24.7	19.8	17.8	15.8	19.4	15.0	14.3	13.4
NO. COMPANIES	152	40	51	77	45	47	75	83	64	97	124	101	93	63	89	130	62	41	54	116
NO. EMPLOYEES	215	459	492	439	118	356	451	389	693	1051	1298	133	233	241	655	792	169	166	972	971

OTHER

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	53.1	47.0	41.7	35.3	46.7	38.1	30.6	46.3	44.2	36.1	29.9	41.9	33.3	23.6	21.3	18.8	28.8	19.7	17.9	15.1
AVERAGE	53.1	45.8	41.1	35.7	46.1	34.2	28.7	49.3	41.0	35.1	29.1	41.4	33.1	23.5	21.7	18.7	27.4	20.5	17.9	15.4
25TH	40.5	38.5	37.5	31.5	37.5	27.5	22.5	39.5	37.5	30.5	24.5	33.5	28.5	19.5	19.5	15.5	21.5	17.5	15.5	13.5
50TH	50.5	46.5	40.5	34.5	45.5	34.5	26.5	48.5	40.5	36.5	28.5	41.5	32.5	23.5	21.5	18.5	26.5	20.5	17.5	15.5
75TH	62.5	52.5	43.5	39.5	57.5	40.5	31.5	57.5	47.5	39.5	32.5	49.5	35.5	25.5	24.5	20.5	30.5	23.5	19.5	17.5
START	43.6	38.3	33.9	30.5	37.4	30.1	25.0	39.6	33.4	29.3	25.7	34.0	27.4	20.4	18.3	16.2	22.4	16.4	15.0	13.5
NO. COMPANIES	104	30	25	46	30	36	42	46	43	71	96	55	64	36	62	102	41	27	38	85
NO. EMPLOYEES	107	60	120	159	73	199	243	69	131	287	390	59	101	81	170	339	58	48	91	397

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	—

Annual salaries in thousands

EASTERN U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	50.7	47.0	41.7	35.0	43.3	34.8	27.6	47.7	42.9	37.5	30.4	43.5	32.7	25.3	21.4	18.5	26.7	20.5	18.6	16.2
AVERAGE	51.2	47.5	41.5	34.1	45.9	34.5	27.8	47.1	41.5	36.0	29.2	43.0	32.8	24.2	20.9	18.1	27.0	20.1	18.0	16.0
25TH	42.5	41.5	37.5	29.5	41.5	31.5	22.5	39.5	36.5	32.5	25.5	35.5	28.5	21.5	18.5	15.5	23.5	16.5	16.5	14.5
50TH	50.5	46.5	42.5	34.5	46.5	33.5	26.5	42.5	41.5	36.5	29.5	43.5	32.5	23.5	20.5	17.5	26.5	19.5	18.5	15.5
75TH	53.5	50.5	44.5	39.5	51.5	37.5	30.5	54.5	47.5	39.5	33.5	50.5	37.5	27.5	23.5	19.5	30.5	23.5	20.5	17.5
START	41.3	39.5	33.5	30.3	40.1	29.9	24.5	39.6	36.2	30.4	25.8	39.2	28.0	21.4	18.4	16.6	24.6	18.0	15.1	13.9
NO. COMPANIES	78	26	23	40	21	25	39	46	32	62	77	40	54	33	58	94	25	26	33	81
NO. EMPLOYEES	87	36	55	90	28	42	99	82	92	203	292	41	63	70	134	202	27	37	83	234

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	59.1	47.3	40.0	31.7	44.2	34.0	25.8	42.8	44.1	36.7	29.9	47.4	29.7	23.3	21.4	17.2	23.9	18.0	15.5	13.5
AVERAGE	59.4	43.7	40.4	31.5	44.9	35.0	26.2	46.8	42.3	33.8	27.7	43.0	29.3	22.3	20.4	16.8	24.1	17.9	16.1	14.1
25TH	43.5	35.5	34.5	27.5	37.5	29.5	21.5	38.5	36.5	31.5	24.5	33.5	25.5	19.5	18.5	14.5	19.5	16.5	14.5	11.5
50TH	58.5	43.5	38.5	31.5	44.5	33.5	24.5	48.5	42.5	33.5	28.5	39.5	29.5	21.5	20.5	16.5	23.5	17.5	15.5	13.5
75TH	70.5	54.5	46.5	34.5	52.5	42.5	30.5	55.5	46.5	35.5	31.5	48.5	33.5	25.5	22.5	18.5	27.5	18.5	17.5	15.5
START	49.9	36.9	31.2	26.9	38.2	29.2	23.8	36.8	35.1	28.4	23.8	35.8	25.7	19.4	17.7	15.1	18.9	15.3	13.6	12.1
NO. COMPANIES	43	19	20	31	17	14	25	25	21	33	43	41	32	30	32	56	28	20	25	43
NO. EMPLOYEES	44	29	58	153	47	66	130	73	119	309	363	58	57	59	118	155	35	56	205	400

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	45.6	34.7	42.9	43.4	44.0	32.6	25.7	40.5	41.2	37.1	30.4	38.3	26.8	24.6	22.0	18.6	24.2	21.5	17.8	13.9
AVERAGE	45.6	34.7	42.3	39.9	44.0	34.8	24.9	47.7	39.6	33.8	28.2	36.4	27.1	23.1	21.9	17.6	23.3	19.0	16.8	14.2
25TH	32.5	26.5	40.5	30.5	36.5	26.5	21.5	39.5	38.5	29.5	24.5	30.5	23.5	20.5	19.5	15.5	21.5	15.5	16.5	12.5
50TH	42.5	36.5	41.5	40.5	45.5	36.5	24.5	45.5	40.5	35.5	29.5	38.5	27.5	20.5	21.5	17.5	21.5	17.5	17.5	13.5
75TH	59.5	40.5	46.5	40.5	50.5	45.5	27.5	54.5	42.5	37.5	31.5	41.5	30.5	26.5	24.5	19.5	23.5	23.5	18.5	15.5
START	36.2	33.4	37.0	37.9	40.6	29.3	22.5	42.6	36.0	30.5	23.8	28.6	23.8	20.9	19.1	16.1	22.0	16.6	15.1	12.7
NO. COMPANIES	22	7	6	4	3	7	5	8	11	15	20	24	13	14	16	22	13	9	17	29
NO. EMPLOYEES	22	7	28	30	3	9	22	83	58	133	254	38	24	20	63	87	40	36	247	298

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.1	49.5	41.6	37.4	44.3	33.6	25.5	53.8	40.4	36.6	28.1	39.7	30.0	24.0	22.1	18.4	25.2	18.6	17.3	15.0
AVERAGE	48.1	49.5	41.6	36.9	45.9	33.1	24.7	53.6	37.4	36.8	27.9	40.8	30.0	23.6	21.9	18.0	25.4	19.7	17.4	15.2
25TH	36.5	45.5	38.5	31.5	35.5	31.5	22.5	42.5	38.5	34.5	25.5	26.5	23.5	20.5	19.5	16.5	21.5	16.5	14.5	13.5
50TH	45.5	45.5	41.5	36.5	42.5	31.5	23.5	51.5	39.5	35.5	29.5	29.5	27.5	26.5	22.5	18.5	23.5	18.5	16.5	14.5
75TH	56.5	54.5	42.5	44.5	46.5	36.5	23.5	55.5	42.5	38.5	30.5	53.5	36.5	27.5	24.5	20.5	30.5	19.5	19.5	16.5
START	43.4	45.6	31.9	30.7	38.9	29.9	19.7	36.3	33.8	31.9	26.3	34.7	27.2	19.8	18.6	15.6	21.9	16.5	15.3	13.0
NO. COMPANIES	28	2	4	6	4	3	8	5	5	9	19	10	11	9	10	26	11	8	11	30
NO. EMPLOYEES	28	2	4	26	7	7	31	6	14	22	109	11	11	13	19	68	12	13	37	212

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	70.8		41.5	33.9	50.3	53.9	36.8	58.2	45.0	39.5	33.1	44.2	42.7	24.5	25.5	21.3	34.8	24.4	20.8	19.5
AVERAGE	66.4		41.8	34.6	50.3	53.9	33.2	55.6	45.5	39.7	32.2	45.5	41.5	23.5	25.6	22.1	34.8	24.4	20.1	18.0
25TH	54.5		40.5	29.5	44.5	53.5	25.5	52.5	40.5	35.5	31.5	33.5	38.5	18.5	23.5	19.5	29.5	21.5	16.5	16.5
50TH	65.5		41.5	32.5	46.5	53.5	31.5	56.5	42.5	37.5	31.5	40.5	41.5	24.5	24.5	22.5	32.5	22.5	18.5	17.5
75TH	70.5		42.5	34.5	60.5	53.5	42.5	58.5	48.5	42.5	34.5	43.5	45.5	27.5	29.5	23.5	43.5	24.5	21.5	20.5
START	51.0		37.4	31.9	47.5	52.5	33.1	45.9	44.9	35.3	28.5	37.7	34.5	19.3	22.5	19.1	23.4	19.4	17.2	14.8
NO. COMPANIES	10		4	4	3	1	3	6	4	6	10	8	6	5	6	10	3	4	8	5
NO. EMPLOYEES	34		13	10	3	2	16	18	24	26	39	9	16	7	13	23	3	8	13	12

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	56.4	43.6	33.8	38.5	35.9	31.5	25.3	48.5	39.5	33.4	31.4	41.3	28.9	23.7	21.6	18.3	23.3	20.4	18.7	16.6
AVERAGE	56.0	47.9	39.9	33.6	40.7	35.1	27.7	49.1	41.8	31.8	28.6	40.6	29.2	23.4	20.9	17.1	23.1	19.6	17.7	14.9
25TH	45.5	43.5	32.5	25.5	28.5	27.5	22.5	38.5	33.5	27.5	23.5	34.5	22.5	20.5	17.5	14.5	18.5	15.5	15.5	13.5
50TH	55.5	48.5	41.5	35.5	37.5	31.5	26.5	47.5	39.5	31.5	29.5	38.5	28.5	21.5	21.5	17.5	23.5	21.5	18.5	14.5
75TH	64.5	56.5	50.5	41.5	53.5	45.5	30.5	53.5	51.5	34.5	33.5	44.5	32.5	26.5	23.5	19.5	26.5	22.5	19.5	16.5
START	41.2	37.1	30.7	25.2	33.1	27.7	22.0	37.0	31.6	27.1	22.9	31.9	23.2	19.6	17.4	15.2	19.5	17.0	15.1	13.5
NO. COMPANIES	36	15	15	19	11	14	18	22	15	22	29	32	27	19	24	31	14	8	15	29
NO. EMPLOYEES	39	341	220	73	31	137	134	149	364	292	347	42	110	84	304	207	38	16	57	410

OTHER — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	58.4	50.7	51.0	39.2	54.2	41.5	31.5	53.9	42.2	36.3	29.4	43.9	31.3	23.9	20.1	19.6	27.0	21.0	16.9	15.8
AVERAGE	58.4	46.3	47.9	36.0	52.5	38.9	32.6	53.2	40.7	34.4	28.2	44.4	32.4	23.5	21.0	18.5	26.6	20.9	16.9	15.4
25TH	47.5	38.5	36.5	28.5	38.5	34.5	26.5	47.5	37.5	30.5	22.5	40.5	27.5	21.5	19.5	16.5	22.5	19.5	15.5	13.5
50TH	54.5	46.5	39.5	34.5	57.5	37.5	28.5	52.5	41.5	36.5	29.5	45.5	32.5	23.5	20.5	18.5	26.5	21.5	16.5	15.5
75TH	70.5	54.5	62.5	42.5	62.5	44.5	32.5	59.5	47.5	39.5	31.5	50.5	35.5	25.5	21.5	21.5	30.5	22.5	17.5	16.5
START	50.0	39.9	41.3	33.7	44.0	32.4	27.2	44.2	33.4	31.1	25.4	38.0	26.5	21.8	19.5	16.8	23.9	16.4	14.7	13.6
NO. COMPANIES	23	10	4	10	6	6	8	13	17	19	32	13	16	10	13	23	15	11	11	21
NO. EMPLOYEES	29	13	11	19	9	18	18	15	36	76	96	14	28	22	35	56	18	18	32	83

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

EAST CENTRAL U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	52.9	47.7	42.7	37.0	45.0	33.2	27.7	49.3	45.0	37.1	29.8	43.1	32.0	24.8	22.1	19.2	26.9	21.5	15.6	15.6
AVERAGE	52.8	45.6	41.0	36.0	44.6	33.4	27.2	48.7	42.2	35.8	28.8	43.4	31.6	24.4	21.8	19.5	27.1	19.8	17.7	15.3
25TH	43.5	39.5	38.5	30.5	39.5	29.5	22.5	44.5	38.5	33.5	26.5	35.5	27.5	21.5	19.5	16.5	23.5	16.5	15.5	14.5
50TH	52.5	44.5	41.5	36.5	45.5	32.5	25.5	48.5	41.5	36.5	29.5	41.5	31.5	23.5	21.5	18.5	26.5	19.5	17.5	15.5
75TH	60.5	50.5	44.5	42.5	46.5	36.5	30.5	54.5	47.5	38.5	32.5	49.5	35.5	26.5	23.5	21.5	28.5	22.5	19.5	17.5
START	44.4	35.6	33.1	30.9	36.0	28.0	24.0	38.8	35.6	29.6	25.4	36.8	26.1	22.0	19.0	16.9	22.3	16.7	15.4	13.7
NO. COMPANIES	94	24	21	39	20	21	36	40	30	59	78	41	37	41	48	93	26	27	35	63
NO. EMPLOYEES	95	34	43	103	28	64	85	59	118	243	254	43	50	93	123	203	39	49	168	242

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.6	45.8	38.3	31.9	47.2	31.2	26.2	46.2	41.0	36.1	30.5	45.3	33.3	23.4	20.4	16.9	27.2	21.2	18.0	15.0
AVERAGE	54.6	46.9	38.4	31.0	49.1	31.1	25.3	50.8	41.3	37.1	27.8	44.8	31.3	23.3	20.1	16.6	25.2	19.1	16.2	13.7
25TH	44.5	39.5	35.5	26.5	37.5	27.5	21.5	44.5	36.5	32.5	24.5	38.5	25.5	16.5	17.5	14.5	21.5	16.5	14.5	12.5
50TH	51.5	50.5	38.5	31.5	46.5	29.5	25.5	48.5	41.5	35.5	27.5	42.5	31.5	23.5	19.5	16.5	25.5	18.5	16.5	13.5
75TH	66.5	52.5	43.5	34.5	53.5	31.5	26.5	53.5	44.5	40.5	31.5	51.5	35.5	26.5	22.5	18.5	27.5	20.5	17.5	15.5
START	40.7	33.6	29.4	24.5	38.9	26.0	21.6	41.3	33.9	29.0	24.2	35.6	25.3	18.9	17.2	14.5	20.6	15.5	13.5	12.1
NO. COMPANIES	45	15	11	23	8	13	21	26	24	34	41	35	33	23	37	45	20	13	27	30
NO. EMPLOYEES	45	20	25	75	16	55	144	161	214	442	500	39	98	65	143	157	43	109	196	504

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.8	55.6	37.9	35.0	47.1	36.7	27.2	48.6	44.6	34.5	27.6	39.4	30.1	21.3	20.4	16.7	26.2	18.8	18.5	14.8
AVERAGE	48.8	48.8	40.8	32.7	44.8	35.0	26.0	47.1	43.4	35.9	27.4	39.8	30.6	22.3	20.1	16.6	24.5	18.2	17.4	14.5
25TH	26.5	37.5	36.5	29.5	33.5	33.5	23.5	41.5	32.5	32.5	23.5	34.5	25.5	20.5	16.5	14.5	21.5	16.5	14.5	12.5
50TH	49.5	48.5	37.5	32.5	46.5	33.5	26.5	48.5	44.5	35.5	27.5	37.5	29.5	21.5	22.5	16.5	23.5	18.5	17.5	14.5
75TH	66.5	61.5	38.5	33.5	54.5	36.5	29.5	51.5	51.5	37.5	30.5	46.5	33.5	24.5	22.5	19.5	25.5	19.5	19.5	17.5
START	42.0	38.0	33.5	28.7	34.7	27.6	21.6	36.8	34.7	27.1	23.0	29.7	26.0	18.5	17.5	14.6	21.1	16.1	14.8	12.8
NO. COMPANIES	11	3	5	8	3	4	7	8	6	10	13	14	9	8	11	18	9	6	8	16
NO. EMPLOYEES	11	9	14	25	5	20	36	20	18	74	128	15	18	21	32	44	12	19	51	57

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	57.7	54.1	39.5	39.4	47.7	31.2	28.1	40.7	44.9	36.3	30.7	43.5	32.2	24.6	22.0	18.5	25.1	19.7	16.6	13.8
AVERAGE	57.7	53.2	38.0	38.5	47.8	28.4	27.0	43.1	41.1	33.7	29.3	43.5	31.6	22.2	21.0	18.4	25.5	20.5	17.5	14.9
25TH	45.5	50.5	33.5	30.5	38.5	20.5	21.5	41.5	36.5	31.5	26.5	33.5	28.5	19.5	19.5	15.5	19.5	17.5	16.5	13.5
50TH	47.5	51.5	37.5	33.5	49.5	27.5	23.5	42.5	40.5	34.5	28.5	41.5	30.5	22.5	20.5	18.5	23.5	20.5	17.5	14.5
75TH	70.5	59.5	42.5	45.5	56.5	32.5	27.5	50.5	46.5	35.5	34.5	50.5	33.5	24.5	23.5	20.5	26.5	22.5	18.5	16.5
START	52.4	40.6	34.8	30.6	42.2	25.5	22.9	34.9	35.1	27.8	24.8	39.1	27.2	19.9	17.1	15.1	22.1	16.4	14.8	12.9
NO. COMPANIES	14	6	5	6	7	6	8	9	11	15	15	15	11	10	13	21	12	8	10	19
NO. EMPLOYEES	14	7	36	36	11	22	43	14	45	106	100	15	20	38	49	112	13	20	36	175

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.2	54.8	47.7	39.2		33.9	24.5	49.5	40.0	34.0	33.2	49.1	35.9	27.5	23.0	18.7	34.8	28.4	20.2	16.2
AVERAGE	54.2	54.8	45.3	35.8		31.3	24.9	48.6	41.6	35.5	31.1	49.1	36.4	26.0	23.4	20.9	34.8	27.9	20.6	16.4
25TH	43.5	44.5	42.5	30.5		28.5	20.5	45.5	36.5	32.5	26.5	42.5	31.5	20.5	18.5	15.5	26.5	24.5	16.5	14.5
50TH	45.5	44.5	43.5	35.5		28.5	23.5	49.5	38.5	33.5	29.5	50.5	35.5	28.5	22.5	20.5	36.5	28.5	21.5	15.5
75TH	61.5	64.5	49.5	41.5		34.5	28.5	51.5	44.5	38.5	33.5	51.5	40.5	30.5	28.5	24.5	41.5	31.5	23.5	18.5
START	37.1	0.0	34.7	30.0		26.5	23.1	38.6	35.0	29.6	26.4	40.9	29.4	22.8	20.9	17.3	27.9	21.6	17.8	14.8
NO. COMPANIES	8	2	3	3		2	7	10	4	9	12	8	11	9	10	12	7	7	7	11
NO. EMPLOYEES	8	2	10	33		11	31	37	53	60	94	8	24	32	38	108	7	10	33	41

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	44.7	38.8	37.8	32.3	42.2	30.7	27.7	45.0	35.9	31.1	28.5	36.1	28.4	23.7	20.9	18.7	21.7	17.4	16.7	16.2
AVERAGE	50.2	39.2	38.5	32.9	43.9	31.1	27.1	41.0	36.1	31.9	28.4	35.6	29.0	24.4	20.1	18.6	22.4	17.7	17.8	15.5
25TH	42.5	35.5	33.5	27.5	32.5	27.5	22.5	32.5	31.5	26.5	26.5	30.5	21.5	20.5	18.5	16.5	18.5	14.5	16.5	13.5
50TH	49.5	39.5	39.5	33.5	41.5	29.5	25.5	44.5	36.5	31.5	28.5	36.5	27.5	23.5	20.5	18.5	21.5	17.5	17.5	15.5
75TH	60.5	41.5	46.5	35.5	58.5	32.5	31.5	47.5	39.5	34.5	33.5	40.5	33.5	26.5	22.5	20.5	24.5	20.5	18.5	17.5
START	38.9	32.1	33.3	27.9	33.8	26.9	24.2	33.0	30.9	27.8	24.8	30.9	26.2	20.1	17.5	16.4	19.2	14.4	15.0	13.4
NO. COMPANIES	31	6	10	16	7	10	16	20	12	16	25	18	20	14	21	30	14	7	8	28
NO. EMPLOYEES	42	21	80	102	16	57	105	59	48	122	185	20	29	43	113	166	24	11	67	151

OTHER — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	52.5	43.5	43.5	32.5	46.1	42.4	31.1	47.6	42.6	36.5	28.4	43.0	33.6	25.7	21.0	18.5	35.8	17.6	15.9	14.4
AVERAGE	52.5	46.7	43.9	33.8	39.8	30.8	29.4	46.6	40.4	34.7	27.9	43.0	31.1	25.0	21.0	18.6	29.8	19.9	16.8	15.5
25TH	39.5	34.5	41.5	31.5	21.5	24.5	20.5	42.5	33.5	31.5	23.5	33.5	24.5	22.5	19.5	17.5	23.5	17.5	14.5	13.5
50TH	46.5	36.5	42.5	32.5	48.5	27.5	22.5	45.5	37.5	35.5	27.5	42.5	30.5	23.5	21.5	18.5	28.5	17.5	16.5	14.5
75TH	63.5	70.5	43.5	35.5	50.5	35.5	28.5	53.5	37.5	38.5	31.5	55.5	34.5	27.5	22.5	20.5	36.5	23.5	18.5	17.5
START	41.5	42.5	35.2	28.4	30.0	25.8	24.6	36.4	30.7	27.9	24.3	32.8	27.0	22.8	17.3	15.9	24.3	15.9	14.7	13.3
NO. COMPANIES	21	3	4	8	3	5	8	10	4	14	16	14	10	4	13	20	7	6	7	19
NO. EMPLOYEES	22	4	28	33	12	56	73	18	16	31	55	14	12	8	33	68	12	16	12	126

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

WEST CENTRAL U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	51.2	44.0	44.6	36.0	41.2	29.5	23.2	44.7	44.1	35.3	28.3	43.2	28.1	27.6	23.1	18.3	26.2	19.1	16.8	15.1
AVERAGE	51.3	44.1	40.1	33.0	41.7	30.0	22.5	44.2	40.7	33.5	27.9	43.2	28.6	25.2	22.4	18.1	25.9	19.0	17.5	14.6
25TH	42.5	39.5	37.5	30.5	33.5	26.5	19.5	38.5	36.5	30.5	25.5	36.5	23.5	20.5	20.5	15.5	21.5	15.5	15.5	12.5
50TH	48.5	43.5	40.5	34.5	43.5	29.5	22.5	44.5	40.5	32.5	28.5	39.5	28.5	26.5	22.5	17.5	23.5	19.5	17.5	14.5
75TH	58.5	52.5	44.5	37.5	47.5	31.5	25.5	48.5	42.5	35.5	30.5	49.5	33.5	28.5	23.5	19.5	31.5	22.5	18.5	15.5
START	40.9	38.5	33.4	27.2	34.6	26.7	20.5	38.0	32.5	28.9	24.8	34.7	23.8	21.1	20.3	16.0	22.6	16.6	15.1	12.6
NO. COMPANIES	53	11	10	23	13	19	28	28	10	37	55	24	25	12	33	49	18	11	21	38
NO. EMPLOYEES	54	12	46	54	15	34	60	34	34	96	127	24	29	30	81	105	19	18	69	130

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	63.8	42.6	40.5	33.9	41.1	29.9	24.5	48.0	40.1	34.9	28.8	41.8	32.9	25.3	23.2	18.6	25.6	19.2	15.6	13.4
AVERAGE	63.8	45.7	40.3	33.6	43.1	31.0	24.2	49.0	39.8	32.9	27.3	41.9	32.0	24.3	20.6	17.5	26.3	19.4	16.7	13.2
25TH	48.5	39.5	37.5	29.5	34.5	27.5	21.5	41.5	33.5	29.5	24.5	35.5	25.5	20.5	18.5	15.5	20.5	16.5	15.5	12.5
50TH	58.5	45.5	41.5	33.5	43.5	28.5	23.5	48.5	39.5	33.5	27.5	40.5	30.5	21.5	20.5	17.5	22.5	19.5	16.5	13.5
75TH	70.5	49.5	42.5	38.5	48.5	34.5	26.5	53.5	45.5	36.5	30.5	49.5	37.5	26.5	22.5	19.5	30.5	22.5	18.5	14.5
START	48.0	36.9	30.6	27.0	34.2	25.7	20.7	39.9	30.5	27.5	23.4	33.7	25.8	20.3	17.2	14.8	20.0	14.9	13.0	11.5
NO. COMPANIES	51	19	28	33	25	27	40	40	35	50	60	49	46	42	53	65	23	19	29	45
NO. EMPLOYEES	51	43	89	110	59	162	304	104	151	374	506	52	79	84	205	260	30	39	125	250

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.4	41.2	47.4	39.4	46.6	29.1	23.0	43.2	33.6	37.7	30.8	36.9	30.9	22.3	20.6	16.6	24.0	20.0	17.0	11.9
AVERAGE	56.4	41.2	45.4	32.6	47.0	31.0	24.2	52.5	39.7	36.7	28.8	40.5	29.9	21.7	19.8	16.8	23.0	19.5	17.0	13.3
25TH	47.5	35.5	41.5	26.5	39.5	27.5	18.5	50.5	34.5	32.5	26.5	31.5	22.5	18.5	18.5	16.5	17.5	17.5	15.5	12.5
50TH	51.5	40.5	45.5	34.5	48.5	27.5	22.5	54.5	39.5	34.5	28.5	38.5	25.5	20.5	19.5	17.5	22.5	19.5	17.5	13.5
75TH	65.5	42.5	49.5	38.5	54.5	38.5	26.5	57.5	42.5	39.5	31.5	47.5	40.5	22.5	21.5	19.5	25.5	20.5	18.5	14.5
START	54.4	34.5	35.5	27.9	37.8	25.7	21.5	40.0	32.5	29.1	24.4	35.0	24.9	17.9	15.4	15.0	19.9	17.0	14.5	12.3
NO. COMPANIES	18	4	5	9	9	6	11	9	8	6	14	10	11	8	11	19	8	3	8	13
NO. EMPLOYEES	57	4	25	145	11	23	71	29	19	33	169	19	21	17	49	43	13	5	42	164

RETAIL/WHOLESALE SALES & DISTRIBUTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.7	42.0	40.9	22.9	53.6	34.9	25.0	47.3	41.0	34.8	28.8	40.1	32.9	22.3	18.9	18.0	24.0	17.7	13.7	12.7
AVERAGE	54.7	42.0	39.7	26.4	47.8	39.9	21.6	50.3	41.0	33.3	26.8	40.1	31.9	22.7	19.5	17.2	24.3	18.4	15.1	13.9
25TH	43.5	36.5	36.5	15.5	35.5	29.5	15.5	40.5	35.5	30.5	23.5	28.5	28.5	20.5	18.5	13.5	17.5	16.5	12.5	12.5
50TH	49.5	37.5	37.5	25.5	52.5	29.5	21.5	49.5	41.5	33.5	26.5	36.5	33.5	22.5	19.5	17.5	25.5	19.5	14.5	13.5
75TH	62.5	42.5	45.5	28.5	58.5	49.5	26.5	59.5	43.5	36.5	30.5	49.5	35.5	25.5	20.5	20.5	28.5	19.5	17.5	15.5
START	42.6	37.6	33.5	28.2	39.1	31.7	18.8	39.1	37.1	28.4	23.2	33.8	26.4	19.6	16.1	14.6	19.7	15.2	12.9	13.0
NO. COMPANIES	13	6	3	4	5	2	6	11	9	16	19	11	8	10	10	23	11	10	9	25
NO. EMPLOYEES	13	6	6	6	18	8	34	16	41	63	85	11	11	22	18	72	14	13	28	215

UTILITIES/TRANSPORTATION/COMMUNICATIONS — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	57.5	50.3	40.8	37.9	52.4	29.5	25.3	50.4	42.9	36.6	31.9	48.6	39.9	26.6	23.1	23.2	31.5	19.6	18.6	18.9
AVERAGE	58.2	52.0	41.3	34.9	52.7	32.2	24.8	50.4	42.3	34.3	28.9	48.6	33.4	28.1	24.4	19.9	29.6	19.6	18.3	17.4
25TH	43.5	43.5	39.5	32.5	51.5	25.5	23.5	44.5	37.5	28.5	25.5	43.5	28.5	21.5	19.5	18.5	22.5	12.5	16.5	15.5
50TH	51.5	49.5	41.5	34.5	51.5	29.5	24.5	49.5	41.5	34.5	28.5	47.5	31.5	26.5	23.5	18.5	30.5	19.5	17.5	16.5
75TH	65.5	49.5	42.5	37.5	53.5	32.5	26.5	52.5	46.5	34.5	32.5	55.5	37.5	35.5	29.5	23.5	38.5	21.5	20.5	20.5
START	42.0	42.6	31.4	28.3	40.5	27.6	21.7	39.1	34.1	28.3	24.8	36.4	26.9	25.0	22.1	17.4	24.3	16.0	15.0	14.3
NO. COMPANIES	11	4	6	10	2	4	7	13	11	13	17	11	11	6	10	10	11	4	3	11
NO. EMPLOYEES	16	5	24	135	3	70	104	45	89	111	259	11	50	13	55	124	14	6	18	38

EDUCATION/GOVERNMENT/NONPROFIT — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	49.2	38.9	35.3	30.8	39.6	28.2	22.6	38.3	34.1	30.3	26.1	35.7	29.7	23.5	20.8	18.5	21.7	18.5	15.9	14.6
AVERAGE	49.4	42.2	35.5	30.7	42.4	29.9	23.9	39.2	35.0	30.9	26.2	35.9	28.1	21.2	20.3	17.7	22.1	17.8	16.0	15.6
25TH	41.5	34.5	32.5	28.5	39.5	28.5	21.5	35.5	31.5	26.5	23.5	29.5	25.5	19.5	17.5	15.5	17.5	15.5	14.5	13.5
50TH	46.5	38.5	35.5	31.5	43.5	29.5	23.5	38.5	34.5	30.5	25.5	35.5	27.5	20.5	20.5	17.5	21.5	18.5	15.5	15.5
75TH	58.5	43.5	40.5	36.5	47.5	34.5	24.5	41.5	40.5	33.5	27.5	43.5	30.5	24.5	23.5	18.5	25.5	20.5	16.5	17.5
START	37.8	34.4	29.3	25.9	33.9	24.0	20.4	32.7	29.0	26.6	22.8	29.0	23.6	19.2	17.2	15.2	17.6	13.9	13.6	13.5
NO. COMPANIES	38	10	11	21	14	10	20	18	19	29	36	23	20	11	20	32	14	11	12	29
NO. EMPLOYEES	42	36	69	117	40	44	107	35	93	255	364	26	31	36	92	161	28	34	239	206

OTHER — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.0	39.8	41.5	34.1	43.1	30.4	25.9	39.8	38.7	34.0	29.2	36.6	34.3	23.2	25.0	19.1	32.6	24.6	20.0	14.4
AVERAGE	48.0	40.8	41.5	32.9	44.4	30.7	26.0	39.2	37.4	32.6	27.5	36.6	34.0	22.6	23.1	18.5	30.6	24.6	18.8	14.9
25TH	37.5	35.5	40.5	29.5	36.5	25.5	20.5	36.5	33.5	27.5	24.5	33.5	28.5	19.5	20.5	15.5	19.5	24.5	16.5	13.5
50TH	46.5	37.5	40.5	31.5	41.5	26.5	22.5	39.5	38.5	32.5	27.5	38.5	30.5	20.5	22.5	17.5	27.5	24.5	17.5	15.5
75TH	53.5	47.5	41.5	34.5	56.5	34.5	25.5	45.5	42.5	36.5	29.5	40.5	36.5	26.5	26.5	21.5	38.5	24.5	20.5	16.5
START	41.5	33.2	31.7	28.1	34.5	30.6	22.3	30.6	28.6	24.7	23.4	30.6	25.0	17.9	18.1	14.8	19.1	0.0	15.1	12.9
NO. COMPANIES	18	7	5	8	9	9	12	9	7	12	17	11	11	7	11	16	6	1	6	15
NO. EMPLOYEES	18	9	10	14	12	20	30	19	19	60	112	11	15	12	28	72	9	2	16	52

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

SOUTHERN U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	71.7	47.8	42.5	37.0	51.6	33.9	31.4	55.0	43.8	40.8	33.3	50.5	34.1	25.8	25.0	20.2	25.3	21.1	16.2	15.2
AVERAGE	57.4	46.8	46.0	35.1	52.9	34.2	29.0	51.9	46.2	36.9	29.3	50.4	34.3	24.7	21.6	18.7	27.1	20.2	18.2	15.5
25TH	46.5	41.5	39.5	31.5	44.5	22.5	21.5	45.5	33.5	33.5	27.5	39.5	28.5	22.5	17.5	16.5	18.5	16.5	16.5	13.5
50TH	54.5	45.5	41.5	34.5	48.5	32.5	25.5	49.5	46.5	36.5	29.5	45.5	34.5	24.5	20.5	18.5	25.5	20.5	18.5	16.5
75TH	70.5	56.5	49.5	37.5	60.5	38.5	33.5	55.5	51.5	41.5	32.5	60.5	38.5	27.5	23.5	20.5	32.5	23.5	19.5	18.5
START	49.0	41.9	38.9	31.4	46.5	28.8	28.3	44.6	39.0	32.7	26.2	46.9	30.3	20.3	18.7	17.0	17.5	14.8	14.1	13.0
NO. COMPANIES	39	11	14	19	7	11	16	25	18	31	50	24	33	17	30	50	11	13	20	36
NO. EMPLOYEES	124	15	54	67	8	21	73	39	94	171	317	28	49	39	104	191	15	18	82	95

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	63.6	46.7	43.4	35.4	43.0	33.5	25.0	50.5	41.4	35.1	29.3	40.8	30.3	23.2	20.1	16.6	25.1	18.3	15.6	12.5
AVERAGE	64.4	46.0	38.6	33.3	40.6	31.7	25.4	49.7	40.6	34.1	27.4	40.8	31.2	22.7	20.0	16.4	25.6	18.6	16.6	13.4
25TH	52.5	39.5	36.5	29.5	35.5	28.5	22.5	42.5	35.5	29.5	23.5	32.5	26.5	20.5	18.5	14.5	22.5	16.5	14.5	11.5
50TH	58.5	47.5	39.5	35.5	40.5	30.5	24.5	48.5	40.5	34.5	28.5	40.5	29.5	22.5	20.5	16.5	26.5	17.5	16.5	12.5
75TH	70.5	51.5	43.5	37.5	47.5	36.5	26.5	54.5	44.5	38.5	31.5	49.5	34.5	25.5	21.5	18.5	29.5	20.5	18.5	14.5
START	53.1	32.1	28.9	26.6	32.4	25.7	23.2	39.9	33.0	28.5	23.4	34.1	26.6	19.1	16.7	14.6	20.1	14.3	13.5	11.7
NO. COMPANIES	45	14	17	22	10	13	24	38	35	37	49	43	37	40	45	61	29	24	37	44
NO. EMPLOYEES	52	18	109	181	31	88	135	103	184	355	355	43	84	128	169	225	41	64	181	592

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	46.0	42.4	39.1	31.4	35.1	31.4	24.8	41.5		36.6	34.7	31.5	25.5	20.1	17.6	15.2	24.8	20.3	18.2	13.9
AVERAGE	44.7	41.6	36.4	31.7	42.3	32.3	28.5	65.0		35.4	27.4	34.7	27.1	21.3	18.2	16.5	25.5	17.5	16.6	13.9
25TH	34.5	34.5	28.5	27.5	30.5	30.5	26.5	40.5		31.5	22.5	26.5	22.5	20.5	16.5	13.5	19.5	16.5	13.5	12.5
50TH	44.5	39.5	29.5	33.5	46.5	31.5	26.5	40.5		34.5	26.5	30.5	25.5	21.5	17.5	15.5	21.5	16.5	17.5	13.5
75TH	51.5	48.5	39.5	35.5	50.5	37.5	30.5	70.5		42.5	32.5	41.5	29.5	21.5	20.5	18.5	29.5	19.5	18.5	14.5
START	36.3	34.1	30.4	27.1	35.0	27.7	20.0	45.0		30.3	23.8	27.9	21.0	16.2	15.9	14.2	17.8	14.3	13.5	12.3
NO. COMPANIES	12	6	4	5	3	5	6	2		6	9	7	6	5	11	15	10	7	7	15
NO. EMPLOYEES	15	11	6	17	8	37	81	33		7	259	12	12	11	24	34	15	41	73	67

RETAIL/WHOLESALE SALES & DISTRIBUTION

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	57.9	45.2	43.8	34.8	47.5	38.7	28.2	49.1	43.3	32.5	30.3	40.4	27.2	21.9	20.9	18.3	20.6	15.4	14.5	13.4
AVERAGE	57.9	45.2	40.7	36.1	51.0	38.7	27.9	48.2	41.1	31.8	27.8	39.9	25.9	21.9	21.1	16.6	20.8	15.4	14.3	13.5
25TH	41.5	36.5	27.5	31.5	45.5	38.5	22.5	42.5	37.5	28.5	23.5	33.5	18.5	18.5	18.5	14.5	19.5	13.5	12.5	12.5
50TH	48.5	43.5	42.5	34.5	51.5	38.5	28.5	48.5	41.5	33.5	29.5	43.5	23.5	22.5	21.5	17.5	20.5	14.5	14.5	13.5
75TH	70.5	56.5	45.5	39.5	56.5	38.5	30.5	51.5	44.5	35.5	31.5	46.5	31.5	25.5	23.5	19.5	23.5	16.5	15.5	14.5
START	50.3	35.8	28.7	28.7	48.0	0.0	22.2	38.5	35.4	25.6	24.5	35.0	21.2	18.0	18.0	14.2	19.5	11.8	12.2	12.0
NO. COMPANIES	20	5	4	4	3	1	4	12	13	14	15	11	11	9	11	19	6	4	7	18
NO. EMPLOYEES	20	5	9	9	9	8	14	28	38	65	85	12	17	17	18	60	7	4	18	62

UTILITIES/TRANSPORTATION/COMMUNICATIONS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.4	42.1	43.1	36.7	46.6	31.3	24.0	49.2	49.8	38.6	31.7	40.6	34.9	26.9	23.2	23.7	31.8	24.3	18.9	17.1
AVERAGE	55.4	41.5	39.6	33.4	46.6	33.1	24.6	53.1	46.2	38.8	31.1	43.0	35.2	29.1	22.4	21.4	31.8	22.0	19.6	17.1
25TH	47.5	39.5	34.5	26.5	44.5	25.5	22.5	45.5	41.5	33.5	28.5	33.5	28.5	20.5	20.5	18.5	21.5	17.5	19.5	14.5
50TH	54.5	41.5	39.5	35.5	45.5	35.5	23.5	54.5	48.5	39.5	30.5	38.5	33.5	28.5	22.5	20.5	34.5	19.5	18.5	16.5
75TH	59.5	44.5	45.5	38.5	46.5	38.5	24.5	65.5	51.5	41.5	35.5	56.5	37.5	38.5	23.5	24.5	39.5	25.5	21.5	19.5
START	47.4	37.5	32.8	25.4	38.2	29.2	21.2	40.3	36.8	32.4	25.3	35.4	31.5	28.4	19.2	15.0	26.2	18.9	17.0	13.5
NO. COMPANIES	14	6	6	7	4	3	7	11	10	14	15	15	12	7	11	16	9	6	5	14
NO. EMPLOYEES	14	8	26	29	4	6	17	14	51	68	59	20	43	13	41	153	9	11	91	39

EDUCATION/GOVERNMENT/NONPROFIT

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	44.3	35.6	32.6	28.5	37.9	28.8	23.4	41.2	36.7	34.0	29.4	38.8	32.5	24.9	21.2	18.5	22.8	17.7	15.4	13.7
AVERAGE	50.9	44.4	37.3	31.5	44.5	27.5	23.6	45.0	36.7	30.9	25.9	37.7	29.8	22.4	19.5	17.1	23.7	17.6	15.7	13.0
25TH	38.5	36.5	33.5	28.5	38.5	23.5	20.5	35.5	32.5	28.5	22.5	33.5	24.5	18.5	16.5	14.5	19.5	15.5	14.5	12.5
50TH	48.5	39.5	38.5	31.5	47.5	26.5	22.5	46.5	35.5	30.5	25.5	40.5	29.5	22.5	20.5	17.5	22.5	18.5	15.5	12.5
75TH	62.5	53.5	39.5	34.5	51.5	30.5	26.5	50.5	41.5	31.5	29.5	44.5	33.5	24.5	21.5	18.5	28.5	19.5	17.5	13.5
START	40.5	35.1	31.1	26.9	33.1	24.2	21.5	35.8	31.2	26.4	23.4	30.3	24.5	19.5	17.2	15.2	19.0	14.3	13.7	12.1
NO. COMPANIES	34	8	11	14	11	11	17	17	14	20	24	22	17	15	15	26	13	11	15	20
NO. EMPLOYEES	78	57	106	116	29	55	73	110	103	234	260	34	42	65	105	196	67	90	577	117

OTHER

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	50.6	47.2	39.7	35.6	46.7	37.0	31.4	49.7	48.5	36.4	31.4	38.4	33.2	22.5	19.6	16.7	23.6	19.8	17.9	15.1
AVERAGE	50.1	46.1	37.4	38.3	47.6	36.0	27.7	49.6	41.1	37.0	31.7	38.5	32.8	22.9	21.0	17.2	26.1	20.3	19.4	15.5
25TH	39.5	40.5	25.5	32.5	39.5	33.5	22.5	39.5	34.5	30.5	25.5	35.5	29.5	19.5	18.5	14.5	21.5	19.5	15.5	13.5
50TH	50.5	45.5	39.5	38.5	48.5	36.5	27.5	50.5	40.5	35.5	31.5	40.5	31.5	22.5	21.5	17.5	25.5	20.5	18.5	15.5
75TH	58.5	47.5	40.5	42.5	53.5	40.5	31.5	58.5	45.5	40.5	33.5	43.5	37.5	24.5	24.5	19.5	29.5	20.5	24.5	17.5
START	41.5	38.5	31.7	30.3	38.8	31.7	25.3	37.4	33.7	29.8	27.0	33.2	28.5	18.7	17.3	15.2	20.5	16.7	14.7	13.3
NO. COMPANIES	25	8	8	14	11	9	8	8	9	19	19	12	21	13	17	27	9	5	7	21
NO. EMPLOYEES	27	32	67	73	39	66	60	10	42	101	88	12	35	35	57	93	13	6	12	89

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

WESTERN U.S. — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	52.6	49.4		44.1		33.5	21.8	58.2	50.4	43.1	32.5	44.2	27.4	22.4	26.9	18.7	37.1		25.6	16.4
AVERAGE	52.6	49.4		44.1		32.5	22.5	40.8	41.1	37.1	26.3	44.2	27.4	22.4	24.6	17.7	37.1		25.6	16.8
25TH	43.5	36.5		39.5		23.5	18.5	34.5	29.5	29.5	19.5	36.5	26.5	19.5	21.5	16.5	24.5		25.5	12.5
50TH	47.5	44.5		39.5		36.5	22.5	38.5	29.5	36.5	23.5	38.5	26.5	19.5	26.5	18.5	24.5		25.5	14.5
75TH	52.5	67.5		48.5		37.5	26.5	38.5	53.5	37.5	33.5	43.5	28.5	25.5	28.5	19.5	49.5		25.5	23.5
START	41.6	43.0		31.2		23.4	19.0	31.2	0.0	27.8	21.9	26.9	26.1	16.5	20.7	14.7	18.6		0.0	15.7
NO. COMPANIES	8	3		2		3	3	5	2	4	7	4	2	2	5	9	2		1	7
NO. EMPLOYEES	8	3		2		4	5	15	9	20	16	4	2	2	10	14	2		5	17

BANKING/INSURANCE/FINANCE — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	61.9	52.2	45.7	40.6	53.4	37.6	29.9	57.6	45.4	42.1	35.0	48.7	33.9	28.8	24.2	19.7	28.3	20.9	19.0	16.2
AVERAGE	61.9	53.4	44.6	37.4	52.2	35.7	26.8	57.7	44.2	37.9	32.0	48.7	32.5	28.3	23.8	19.2	28.3	21.8	18.5	16.3
25TH	49.5	49.5	43.5	31.5	41.5	32.5	21.5	50.5	35.5	33.5	28.5	38.5	29.5	25.5	21.5	17.5	23.5	19.5	16.5	15.5
50TH	60.5	53.5	45.5	38.5	51.5	33.5	26.5	54.5	47.5	36.5	32.5	42.5	31.5	27.5	23.5	18.5	29.5	22.5	18.5	16.5
75TH	70.5	54.5	48.5	44.5	62.5	37.5	29.5	69.5	50.5	42.5	36.5	57.5	36.5	30.5	24.5	21.5	31.5	22.5	19.5	17.5
START	47.7	42.4	33.8	30.0	36.2	28.4	23.1	43.4	33.8	34.8	28.7	34.5	26.9	25.7	19.0	18.5	24.3	17.8	15.2	14.2
NO. COMPANIES	13	5	9	11	6	8	12	13	13	19	21	14	15	6	24	30	12	7	12	23
NO. EMPLOYEES	13	14	28	77	9	96	68	18	65	137	106	14	33	14	68	76	14	11	44	108

SERVICE(BUSINESS,EMPLOYMENT,ENTERTAINMENT,ETC.) — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	41.9	41.0	35.3	35.3	50.4		30.9	46.5	40.3	36.0	31.3	46.5	27.0	23.8	23.6	24.7	25.7	19.7	23.1	13.6
AVERAGE	41.9	42.1	35.3	34.0	50.4		31.8	46.7	34.3	36.0	30.4	46.5	28.6	23.8	23.6	23.3	25.7	20.1	23.1	15.2
25TH	26.5	35.5	34.5	27.5	44.5		24.5	44.5	20.5	33.5	27.5	33.5	23.5	16.5	18.5	19.5	25.5	15.5	17.5	14.5
50TH	38.5	40.5	34.5	27.5	44.5		31.5	46.5	39.5	36.5	28.5	33.5	23.5	18.5	18.5	23.5	25.5	20.5	17.5	15.5
75TH	52.5	50.5	36.5	40.5	56.5		39.5	48.5	43.5	39.5	30.5	59.5	33.5	29.5	28.5	27.5	26.5	21.5	28.5	16.5
START	33.7	31.3	29.7	38.0	43.9		39.6	39.3	31.1	31.2	25.4	36.7	20.8	20.9	16.1	17.9	26.0	18.2	18.3	13.7
NO. COMPANIES	8	3	2	2	2		3	3	3	5	4	2	2	4	2	3	2	5	2	9
NO. EMPLOYEES	8	6	2	5	2		9	11	11	40	31	2	3	4	2	11	2	7	2	62

RETAIL/WHOLESALE SALES & DISTRIBUTION

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.9	46.1	53.2	36.1	41.6	29.7	26.6	59.9	47.2	40.2	32.5	44.8	32.9	21.2	24.1	21.3	27.6	21.0	19.4	16.8
AVERAGE	48.9	46.1	45.6	37.3	41.0	27.4	25.7	58.5	49.8	40.8	33.3	44.8	30.6	21.2	24.4	21.3	26.9	18.5	18.6	17.5
25TH	36.5	30.5	31.5	25.5	40.5	23.5	23.5	50.5	39.5	34.5	29.5	36.5	25.5	14.5	22.5	17.5	21.5	15.5	15.5	14.5
50TH	52.5	30.5	46.5	31.5	40.5	24.5	26.5	52.5	39.5	42.5	32.5	42.5	27.5	21.5	26.5	19.5	27.5	16.5	18.5	15.5
75TH	60.5	62.5	58.5	51.5	42.5	28.5	28.5	70.5	60.5	45.5	35.5	49.5	32.5	27.5	27.5	24.5	31.5	20.5	20.5	19.5
START	47.1	36.7	34.5	26.9	34.4	24.3	22.4	45.7	45.0	34.1	28.5	38.7	27.6	20.4	19.6	18.2	26.7	17.3	16.5	16.6
NO. COMPANIES	11	2	3	6	2	4	3	3	2	7	8	4	4	3	5	6	5	8	8	14
NO. EMPLOYEES	11	2	19	17	5	12	18	12	8	57	46	4	7	3	10	23	8	12	27	65

UTILITIES/TRANSPORTATION/COMMUNICATIONS

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	53.2	54.1	41.1	41.9	58.0	47.1	35.8	60.7	50.9	45.9	33.8	46.7	37.5	36.5	38.0	25.0	29.7	20.1	18.6	18.2
AVERAGE	53.2	54.1	43.1	39.0	54.0	44.4	35.6	59.7	48.5	44.3	32.8	46.7	37.2	36.5	31.6	23.5	29.7	20.1	19.0	19.1
25TH	39.5	45.5	40.5	34.5	45.5	41.5	35.5	51.5	46.5	41.5	29.5	40.5	36.5	27.5	19.5	18.5	21.5	18.5	14.5	16.5
50TH	50.5	51.5	41.5	35.5	51.5	41.5	35.5	51.5	46.5	45.5	33.5	48.5	38.5	35.5	26.5	23.5	29.5	19.5	18.5	18.5
75TH	69.5	53.5	47.5	38.5	64.5	47.5	35.5	61.5	52.5	46.5	36.5	51.5	41.5	46.5	32.5	28.5	36.5	21.5	18.5	21.5
START	42.3	48.9	38.2	32.7	43.2	37.4	28.9	48.0	40.4	37.4	28.6	44.8	30.6	36.1	24.7	19.5	26.1	18.0	16.6	16.1
NO. COMPANIES	6	4	3	4	3	2	2	4	3	3	5	3	6	3	4	7	5	3	4	6
NO. EMPLOYEES	6	4	10	23	5	29	39	10	9	10	17	3	7	3	13	28	5	3	11	15

EDUCATION/GOVERNMENT/NONPROFIT

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	59.5	55.9	42.6	41.2	56.6	42.9	36.5	52.0	47.7	40.0	34.6	44.9	32.9	28.2	25.7	22.1	26.4	22.1	18.7	17.2
AVERAGE	60.0	55.9	40.5	36.8	56.6	41.2	34.7	54.0	46.4	37.2	31.1	45.2	33.1	28.9	24.5	21.5	28.6	20.5	18.6	16.8
25TH	43.5	55.5	36.5	28.5	52.5	38.5	24.5	47.5	43.5	35.5	27.5	40.5	31.5	26.5	22.5	19.5	23.5	15.5	17.5	15.5
50TH	63.5	55.5	36.5	35.5	52.5	38.5	33.5	51.5	43.5	36.5	29.5	40.5	32.5	28.5	25.5	21.5	26.5	20.5	17.5	16.5
75TH	70.5	55.5	40.5	45.5	60.5	44.5	35.5	60.5	49.5	38.5	35.5	50.5	34.5	30.5	26.5	24.5	28.5	21.5	19.5	20.5
START	47.6	42.2	32.5	32.7	47.8	35.0	27.7	42.2	38.3	33.1	27.6	41.7	29.3	24.1	21.9	20.0	26.3	18.4	15.0	15.5
NO. COMPANIES	13	1	4	7	2	2	4	6	4	10	10	6	9	4	9	11	7	4	4	10
NO. EMPLOYEES	14	4	17	31	2	53	32	36	85	148	142	11	21	13	41	62	12	15	32	87

OTHER

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.8	58.0	38.2	36.0		36.1	31.2	59.8	45.3	38.7	31.7	48.8	37.2	29.0	23.8	21.6	25.6	19.9	18.9	15.9
AVERAGE	54.8	58.0	38.2	35.7		35.0	29.1	60.2	46.3	37.2	30.8	47.2	37.4	26.9	23.7	21.5	23.8	19.5	18.4	16.0
25TH	39.5	52.5	35.5	33.5		27.5	25.5	53.5	42.5	31.5	27.5	40.5	30.5	22.5	22.5	19.5	16.5	15.5	16.5	14.5
50TH	51.5	52.5	37.5	34.5		37.5	25.5	54.5	46.5	39.5	30.5	51.5	32.5	22.5	23.5	20.5	20.5	15.5	19.5	16.5
75TH	70.5	63.5	39.5	37.5		40.5	31.5	70.5	49.5	39.5	34.5	53.5	46.5	31.5	24.5	21.5	27.5	21.5	20.5	18.5
START	39.3	0.0	25.9	35.2		29.4	25.0	53.4	38.8	32.7	28.2	40.5	32.5	26.9	20.7	20.0	21.4	16.9	15.8	15.0
NO. COMPANIES	11	2	4	6		7	6	6	6	8	14	5	6	2	8	16	4	4	7	9
NO. EMPLOYEES	11	2	4	20		39	62	7	18	19	39	8	11	4	17	50	6	6	19	67

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

TOTAL U.S. — Size of Company

UNDER 500 EMPLOYEES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	49.1	43.9	40.6	33.2	42.2	31.9	25.2	43.3	39.8	34.8	29.7	37.6	29.2	22.4	21.6	17.8	24.2	15.5	16.7	14.1
AVERAGE	49.0	43.3	39.5	32.3	42.3	30.7	24.7	44.9	38.7	33.9	27.6	37.5	29.3	21.8	20.5	17.6	24.3	18.1	17.0	14.7
25TH	39.5	36.5	36.5	26.5	35.5	25.5	20.5	38.5	34.5	29.5	23.5	30.5	24.5	18.5	18.5	15.5	20.5	15.5	14.5	12.5
50TH	47.5	43.5	39.5	31.5	42.5	29.5	23.5	45.5	39.5	33.5	27.5	37.5	28.5	21.5	20.5	17.5	23.5	17.5	16.5	14.5
75TH	57.5	49.5	42.5	36.5	47.5	33.5	26.5	51.5	42.5	37.5	31.5	42.5	33.5	24.5	22.5	19.5	27.5	20.5	19.5	16.5
START	39.9	34.9	31.4	27.3	34.6	26.1	21.6	36.8	32.5	28.6	23.9	30.6	24.6	18.7	17.3	15.4	20.6	15.6	14.3	13.0
NO. COMPANIES	547	129	103	179	106	110	190	205	164	300	444	263	251	170	278	509	174	129	191	467
NO. EMPLOYEES	560		201		135		500		391		1637		332		558		211		530	
		151		336		254		393		899		291		242		1155		195		1648

500 OR MORE EMPLOYEES — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	61.7	44.1	39.4	35.8	44.7	33.8	27.0	48.6	42.6	36.2	30.6	45.2	33.3	24.3	22.1	19.4	26.2	20.3	16.7	14.8
AVERAGE	62.0	47.9	41.2	35.1	47.5	34.1	27.2	50.7	42.6	35.5	29.5	45.4	32.9	24.9	21.9	18.7	27.2	20.5	17.6	15.3
25TH	49.5	41.5	37.5	31.5	41.5	29.5	22.5	43.5	37.5	31.5	26.5	37.5	28.5	21.5	19.5	16.5	22.5	17.5	15.5	13.5
50TH	59.5	48.5	41.5	35.5	47.5	32.5	25.5	49.5	42.5	35.5	29.5	43.5	32.5	24.5	21.5	18.5	26.5	20.5	17.5	15.5
75TH	70.5	54.5	45.5	38.5	53.5	38.5	30.5	55.5	47.5	38.5	32.5	51.5	36.5	27.5	24.5	20.5	30.5	22.5	19.5	17.5
START	48.6	38.9	33.0	28.9	38.1	28.6	23.7	40.3	34.7	29.8	25.6	37.2	27.6	21.3	18.7	16.3	21.6	16.3	14.7	13.2
NO. COMPANIES	384	151	190	269	150	177	258	324	264	381	454	361	352	285	379	504	245	191	255	379
NO. EMPLOYEES	612		1153		392		1863		1391		4621		829		1866		455		2406	
		671		1720		1247		1129		3664		437		888		2560		623		3814

TOTAL — JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.7	44.1	39.6	35.4	44.1	32.5	26.7	47.3	42.1	35.9	30.4	42.2	32.1	24.4	22.0	18.9	25.5	19.8	16.7	14.6
AVERAGE	54.3	45.6	40.6	34.0	45.4	32.6	26.2	48.4	41.1	34.8	28.5	42.1	31.4	23.8	21.3	18.1	26.0	19.5	17.3	15.0
25TH	42.5	39.5	36.5	29.5	38.5	27.5	22.5	41.5	36.5	30.5	25.5	34.5	26.5	20.5	18.5	15.5	21.5	16.5	15.5	13.5
50TH	51.5	45.5	40.5	34.5	46.5	31.5	24.5	48.5	40.5	34.5	28.5	40.5	30.5	23.5	21.5	17.5	25.5	19.5	17.5	14.5
75TH	63.5	52.5	44.5	36.5	52.5	37.5	29.5	54.5	46.5	38.5	32.5	49.5	35.5	26.5	23.5	20.5	29.5	21.5	19.5	16.5
START	43.9	37.3	32.4	28.3	36.9	27.7	22.9	39.0	33.9	29.3	24.9	34.6	26.4	20.4	18.2	15.9	21.3	16.0	14.5	13.1
NO. COMPANIES	931	280	293	448	256	287	448	529	428	681	898	624	603	455	657	1013	419	320	446	846
NO. EMPLOYEES	1172		1354		527		2363		2382		6253		1161		2424		666		2939	
		822		2056		1501		1522		4563		728		1130		3715		823		5462

EASTERN U.S. — Size of Company

UNDER 500 EMPLOYEES

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	49.7	44.6	42.0	34.6	42.9	33.9	26.9	40.7	38.3	34.5	29.7	37.9	28.5	22.1	20.1	17.6	24.2	20.0	16.7	14.1
AVERAGE	49.6	43.0	40.7	31.2	42.0	32.9	27.3	44.2	38.3	33.7	27.8	37.4	28.3	21.9	20.5	17.4	24.0	19.3	16.7	15.0
25TH	37.5	37.5	37.5	25.5	35.5	29.5	22.5	38.5	34.5	30.5	23.5	30.5	24.5	18.5	17.5	15.5	20.5	16.5	14.5	13.5
50TH	48.5	44.5	41.5	31.5	41.5	31.5	25.5	42.5	39.5	34.5	27.5	36.5	28.5	20.5	20.5	17.5	22.5	17.5	16.5	14.5
75TH	58.5	50.5	42.5	37.5	47.5	36.5	30.5	50.5	42.5	37.5	31.5	43.5	32.5	24.5	22.5	19.5	25.5	21.5	18.5	16.5
START	40.1	37.1	33.7	28.4	34.4	28.3	23.8	36.1	34.3	29.5	24.1	30.4	24.8	19.5	17.7	15.8	21.8	17.1	14.6	13.2
NO. COMPANIES	156	39	29	49	31	26	43	58	44	77	120	79	71	51	66	138	43	30	52	140
NO. EMPLOYEES	159	42	72	106	37	46	100	166	121	238	428	94	91	62	113	256	56	52	166	441

500 OR MORE EMPLOYEES

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	62.5	44.3	36.2	35.6	44.4	33.4	26.8	50.2	41.9	36.5	30.6	47.1	31.5	24.7	21.3	18.6	25.2	20.1	17.5	15.4
AVERAGE	61.5	48.2	41.7	35.3	48.6	36.8	27.7	52.7	43.1	35.7	29.6	45.5	32.9	24.4	21.8	18.4	25.4	20.1	17.3	15.5
25TH	49.5	41.5	37.5	31.5	40.5	29.5	23.5	43.5	38.5	32.5	26.5	37.5	27.5	21.5	19.5	16.5	22.5	17.5	15.5	13.5
50TH	60.5	48.5	41.5	35.5	49.5	35.5	26.5	52.5	42.5	36.5	30.5	43.5	32.5	24.5	21.5	18.5	26.5	20.5	17.5	15.5
75TH	70.5	54.5	46.5	40.5	54.5	42.5	30.5	59.5	48.5	38.5	32.5	52.5	37.5	27.5	23.5	20.5	30.5	22.5	19.5	16.5
START	50.1	39.2	32.7	28.9	41.5	30.5	24.0	41.9	35.2	30.3	25.7	37.9	27.3	21.0	18.8	16.3	21.5	16.6	15.1	13.2
NO. COMPANIES	90	43	47	65	34	44	63	67	61	89	110	89	88	69	93	126	60	56	68	98
NO. EMPLOYEES	125	387	317	295	91	235	350	260	586	823	1072	119	216	213	573	542	117	132	508	1208

EAST CENTRAL U.S. — Size of Company

UNDER 500 EMPLOYEES

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.3	44.3	39.6	32.1	43.9	32.2	25.2	43.8	39.4	36.1	27.6	36.7	28.0	23.1	20.2	17.4	23.6	17.6	16.2	14.1
AVERAGE	48.3	44.8	38.8	32.2	46.0	30.0	24.2	42.2	38.5	34.6	27.5	36.7	27.8	21.1	19.9	17.6	24.1	18.3	16.9	14.6
25TH	39.5	37.5	36.5	27.5	36.5	25.5	21.5	34.5	34.5	29.5	24.5	30.5	23.5	17.5	17.5	15.5	20.5	15.5	14.5	12.5
50TH	47.5	44.5	39.5	31.5	46.5	28.5	23.5	42.5	38.5	33.5	27.5	35.5	27.5	21.5	19.5	16.5	24.5	17.5	16.5	14.5
75TH	56.5	51.5	42.5	35.5	50.5	33.5	26.5	48.5	41.5	39.5	30.5	41.5	31.5	23.5	22.5	20.5	26.5	20.5	13.5	16.5
START	39.0	33.1	31.4	26.8	38.1	24.6	20.8	34.2	33.2	27.8	23.9	30.6	23.6	19.9	16.8	15.1	20.2	15.9	14.3	12.9
NO. COMPANIES	134	22	16	36	17	24	41	38	26	60	91	57	45	32	57	114	29	25	44	94
NO. EMPLOYEES	135	25	32	65	21	59	103	43	48	133	256	59	53	43	89	283	36	39	94	379

500 OR MORE EMPLOYEES

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	56.6	47.3	40.2	35.3	46.0	34.8	28.2	47.4	42.1	35.5	30.5	46.4	33.6	24.6	21.5	18.6	26.1	21.4	17.4	15.4
AVERAGE	53.9	47.7	40.9	35.1	45.7	33.0	28.4	49.4	42.0	35.9	29.4	46.6	33.1	25.1	21.7	19.2	27.3	21.2	17.5	15.5
25TH	50.5	40.5	37.5	31.5	41.5	26.5	22.5	45.5	37.5	32.5	26.5	33.5	28.5	21.5	19.5	16.5	22.5	17.5	16.5	14.5
50TH	58.5	48.5	41.5	34.5	46.5	32.5	26.5	48.5	41.5	35.5	29.5	44.5	32.5	24.5	21.5	18.5	25.5	20.5	17.5	15.5
75TH	70.5	52.5	45.5	39.5	50.5	36.5	31.5	53.5	46.5	38.5	32.5	51.5	36.5	27.5	24.5	21.5	29.5	23.5	19.5	17.5
START	46.9	36.9	33.4	29.3	35.4	29.3	24.9	39.0	34.1	29.4	25.6	37.9	27.5	21.3	18.6	16.7	22.2	16.7	15.0	13.5
NO. COMPANIES	90	37	41	67	31	37	62	55	65	96	103	82	86	77	96	125	66	49	58	92
NO. EMPLOYEES	102	72	204	342	67	226	414	319	464	945	1060	95	198	247	442	575	114	195	469	917

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

WEST CENTRAL U.S. — Size of Company

UNDER 500 EMPLOYEES

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	49.4	40.9	39.7	31.0	40.1	29.2	22.9	45.5	39.7	34.0	27.4	38.6	30.6	22.8	23.4	16.6	25.2	18.7	16.9	13.5
AVERAGE	49.1	41.4	39.3	31.6	40.5	30.3	22.6	45.4	37.8	32.3	26.7	38.3	30.2	21.7	20.2	17.5	23.9	18.0	16.7	14.2
25TH	40.5	35.5	35.5	27.5	33.5	26.5	20.5	39.5	34.5	29.5	23.5	33.5	23.5	18.5	18.5	14.5	18.5	15.5	14.5	12.5
50TH	46.5	39.5	40.5	32.5	39.5	28.5	22.5	46.5	37.5	31.5	27.5	38.5	28.5	21.5	19.5	17.5	22.5	18.5	16.5	13.5
75TH	56.5	45.5	42.5	35.5	46.5	33.5	25.5	50.5	41.5	35.5	29.5	46.5	35.5	22.5	22.5	19.5	26.5	20.5	18.5	15.5
START	39.8	34.9	30.7	26.3	32.3	26.7	19.3	36.4	30.4	27.1	23.0	30.5	23.6	17.9	17.4	14.6	19.1	14.6	13.8	12.5
NO. COMPANIES	111	26	21	45	35	34	60	49	42	77	110	54	62	38	69	111	40	26	40	100
NO. EMPLOYEES	116	28	40	72	42	73	159	64	99	273	345	55	91	52	204	299	43	38	115	378

500 OR MORE EMPLOYEES

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	59.3	41.9	40.8	36.3	43.9	29.8	24.5	46.4	33.7	34.0	29.3	40.8	34.7	25.3	21.9	19.4	25.9	19.1	15.9	13.8
AVERAGE	61.9	46.0	40.3	33.4	46.7	31.3	25.0	47.0	40.2	33.5	28.2	42.1	31.4	25.2	22.1	18.1	27.1	19.7	17.0	14.8
25TH	48.5	39.5	37.5	30.5	40.5	27.5	21.5	40.5	34.5	29.5	25.5	34.5	26.5	20.5	19.5	15.5	20.5	17.5	15.5	12.5
50TH	57.5	47.5	40.5	33.5	47.5	29.5	23.5	46.5	40.5	33.5	28.5	40.5	30.5	23.5	21.5	17.5	25.5	19.5	16.5	14.5
75TH	70.5	51.5	44.5	38.5	54.5	34.5	26.5	53.5	45.5	36.5	31.5	49.5	36.5	28.5	24.5	19.5	31.5	21.5	18.5	16.5
START	46.1	37.6	31.8	27.6	37.3	26.2	21.7	38.5	32.2	28.1	24.5	34.5	26.2	21.3	18.7	15.9	21.3	15.6	14.1	12.9
NO. COMPANIES	91	35	47	63	41	43	64	79	57	86	108	85	70	58	79	103	51	33	48	76
NO. EMPLOYEES	135	87	229	509	116	283	551	218	347	719	1277	99	154	162	324	538	79	79	422	677

SOUTHERN U.S. — Size of Company

UNDER 500 EMPLOYEES	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	49.8	43.7	40.3	34.6	43.4	34.2	26.1	44.0	40.5	34.5	31.9	36.6	29.3	21.6	20.0	16.8	23.6	17.4	16.5	13.8
AVERAGE	49.5	42.7	39.2	33.9	43.9	26.9	24.6	46.3	39.4	34.3	27.6	36.3	30.0	22.1	20.1	16.9	25.0	17.1	17.1	14.3
25TH	38.5	34.5	30.5	28.5	39.5	23.5	19.5	38.5	35.5	30.5	23.5	29.5	25.5	19.5	18.5	14.5	20.5	14.5	15.5	12.5
50TH	48.5	43.5	38.5	34.5	44.5	26.5	23.5	45.5	39.5	34.5	28.5	35.5	28.5	22.5	20.5	16.5	23.5	16.5	16.5	14.5
75TH	57.5	48.5	44.5	38.5	46.5	33.5	26.5	51.5	44.5	39.5	31.5	42.5	34.5	25.5	21.5	19.5	28.5	19.5	19.5	16.5
START	40.2	32.1	29.5	28.0	35.3	24.2	22.1	38.3	31.4	28.6	23.4	30.2	25.7	17.8	16.7	14.7	19.9	13.9	13.5	12.3
NO. COMPANIES	103	32	28	36	15	18	32	44	41	59	86	58	56	39	52	108	43	33	45	91
NO. EMPLOYEES	107	40	48	67	24	55	108	84	97	180	515	68	93	72	110	247	57	49	126	334

500 OR MORE EMPLOYEES	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	64.4	41.3	39.4	33.8	43.5	32.6	26.8	47.9	44.7	36.4	31.3	44.5	33.1	24.4	21.8	19.7	24.5	19.3	15.9	13.2
AVERAGE	63.8	47.8	40.5	34.5	47.0	34.1	27.3	51.6	43.4	35.4	29.7	45.7	32.9	24.0	20.9	18.2	26.7	20.3	16.0	14.7
25TH	49.5	39.5	36.5	31.5	42.5	30.5	22.5	45.5	37.5	31.5	25.5	38.5	27.5	21.5	18.5	15.5	21.5	17.5	14.5	12.5
50TH	60.5	47.5	39.5	34.5	47.5	34.5	25.5	50.5	43.5	34.5	30.5	44.5	32.5	22.5	20.5	18.5	26.5	19.5	16.5	14.5
75TH	70.5	54.5	45.5	38.5	51.5	38.5	30.5	57.5	49.5	38.5	32.5	50.5	36.5	25.5	22.5	19.5	29.5	21.5	18.5	16.5
START	51.8	40.5	33.8	28.4	37.1	28.6	21.2	41.1	36.0	29.9	26.2	38.4	28.4	20.6	17.9	15.6	20.1	15.6	14.0	12.5
NO. COMPANIES	86	26	36	49	34	35	50	69	59	81	95	76	81	67	91	106	44	37	53	77
NO. EMPLOYEES	223	106	331	425	104	286	345	253	426	821	908	93	199	236	498	711	110	185	898	707

WESTERN U.S. — Size of Company

UNDER 500 EMPLOYEES	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	47.2	47.5	38.1	33.3	42.1	31.2	28.1	50.4	43.6	36.7	31.2	39.9	29.9	23.6	23.7	20.0	24.8	18.5	18.7	16.4
AVERAGE	47.1	47.9	37.6	34.2	42.2	31.6	27.7	48.3	39.9	36.9	30.0	39.9	29.5	22.8	23.2	19.9	25.1	18.5	18.5	16.5
25TH	39.5	40.5	36.5	25.5	40.5	23.5	22.5	37.5	35.5	33.5	26.5	36.5	26.5	18.5	20.5	16.5	20.5	15.5	17.5	14.5
50TH	46.5	45.5	36.5	31.5	41.5	28.5	24.5	45.5	39.5	36.5	29.5	40.5	29.5	24.5	22.5	18.5	25.5	18.5	18.5	15.5
75TH	56.5	53.5	41.5	40.5	51.5	33.5	31.5	52.5	46.5	39.5	33.5	42.5	31.5	27.5	26.5	22.5	28.5	21.5	19.5	17.5
START	41.4	40.9	30.7	26.6	36.7	26.7	24.2	44.9	34.4	33.6	27.0	34.2	25.4	21.4	18.7	19.0	24.4	17.1	16.1	15.5
NO. COMPANIES	43	10	7	13	7	6	14	16	11	27	37	15	17	10	27	38	13	15	10	42
NO. EMPLOYEES	44	16	9	26	11	16	30	30	36	75	93	15	24	13	42	70	14	17	23	116

500 OR MORE EMPLOYEES	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	65.8	53.4	46.5	41.0	57.5	39.9	32.3	57.3	47.2	41.3	34.6	50.2	35.5	29.7	25.6	22.0	28.9	22.1	19.4	16.0
AVERAGE	65.8	54.3	43.7	38.9	55.1	36.5	29.4	59.2	46.8	39.3	32.5	51.3	35.7	30.4	25.8	21.0	29.9	21.5	19.2	16.9
25TH	52.5	51.5	37.5	34.5	48.5	32.5	25.5	50.5	43.5	36.5	29.5	40.5	31.5	27.5	22.5	19.5	24.5	19.5	17.5	14.5
50TH	68.5	53.5	44.5	38.5	52.5	37.5	27.5	55.5	48.5	39.5	32.5	51.5	34.5	30.5	24.5	20.5	27.5	21.5	19.5	16.5
75TH	70.5	63.5	49.5	44.5	62.5	40.5	33.5	68.5	50.5	42.5	35.5	58.5	41.5	31.5	27.5	22.5	31.5	22.5	20.5	18.5
START	47.4	44.0	34.7	33.7	41.3	30.0	25.5	44.2	38.1	33.1	28.4	39.9	29.9	26.6	22.0	18.1	24.8	18.4	16.1	14.5
NO. COMPANIES	27	10	19	25	10	18	19	24	22	29	32	23	27	14	30	44	24	16	28	36
NO. EMPLOYEES	27	19	72	149	14	217	203	79	168	356	304	31	60	30	119	194	35	37	111	305

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

TOTAL CANADA (Canadian dollars)

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.9	54.4	45.3	41.4	52.1	38.4	31.4	49.2	46.0	39.9	35.0	52.2	40.0	35.2	30.5	27.5	26.9	23.5	21.6	21.4
AVERAGE	57.3	54.0	45.5	39.6	51.5	42.2	31.6	51.5	45.2	38.9	32.9	52.2	40.0	32.3	28.5	24.9	29.5	23.6	21.9	20.8
25TH	47.5	48.5	39.5	35.5	45.5	37.5	26.5	43.5	41.5	35.5	28.5	45.5	35.5	27.5	24.5	21.5	25.5	18.5	20.5	18.5
50TH	58.5	55.5	44.5	41.5	52.5	41.5	31.5	52.5	47.5	38.5	32.5	52.5	40.5	30.5	28.5	23.5	26.5	23.5	22.5	20.5
75TH	66.5	59.5	49.5	43.5	56.5	46.5	34.5	57.5	4..5	40.5	37.5	58.5	46.5	37.5	33.5	28.5	32.5	28.5	24.5	23.5
START	50.2	42.7	35.9	33.3	42.4	36.1	27.6	41.5	37.3	33.3	29.2	44.7	32.9	27.1	25.2	22.0	25.5	20.6	19.4	18.6
NO. COMPANIES	39	13	18	29	14	9	19	20	17	35	49	22	33	15	34	52	15	7	19	47
NO. EMPLOYEES	91	20	40	78	21	93	147	61	146	193	176	22	41	35	81	161	26	11	40	269

CANADA — Size of Company

UNDER 500 EMPLOYEES

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	53.6	54.6	44.8	41.5	50.3	42.7	29.8	47.4	46.6	37.2	31.2	46.0	39.1	34.3	29.5	27.2	25.5	22.2	22.2	20.1
AVERAGE	53.1	54.6	46.2	40.0	50.3	40.1	29.3	50.2	41.9	37.1	31.3	46.0	39.1	31.1	27.9	23.9	24.2	22.2	22.0	19.4
25TH	38.5	46.5	37.5	35.5	45.5	35.5	25.5	43.5	41.5	34.5	27.5	33.5	33.5	26.5	23.5	21.5	23.5	17.5	20.5	16.5
50TH	53.5	55.5	47.5	41.5	50.5	35.5	27.5	45.5	42.5	37.5	30.5	45.5	40.5	27.5	26.5	22.5	25.5	18.5	22.5	18.5
75TH	61.5	58.5	54.5	45.5	52.5	45.5	33.5	52.5	47.5	38.5	34.5	56.5	46.5	33.5	30.5	25.5	26.5	22.5	24.5	20.5
START	42.5	41.9	35.3	33.9	39.3	37.5	25.4	39.9	33.7	31.5	28.1	39.1	31.3	25.8	24.9	20.6	19.9	20.2	19.3	17.6
NO. COMPANIES	21	11	10	14	6	2	10	9	8	22	29	11	16	6	24	28	5	4	13	26
NO. EMPLOYEES	22	11	20	36	7	4	40	14	105	100	71	11	16	10	44	73	7	4	24	74

500 OR MORE EMPLOYEES

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	56.7	54.2	45.7	41.3	53.0	38.2	31.9	49.7	51.7	42.8	37.4	58.4	40.5	35.5	31.8	27.6	30.1	24.2	20.6	21.9
AVERAGE	62.5	53.1	44.6	39.2	52.3	42.8	34.1	52.3	48.3	41.7	34.9	58.4	40.8	33.1	29.9	26.1	32.1	25.3	21.8	22.9
25TH	55.5	42.5	43.5	32.5	43.5	37.5	31.5	43.5	42.5	38.5	31.5	52.5	36.5	29.5	26.5	22.5	26.5	23.5	22.5	19.5
50TH	61.5	54.5	43.5	39.5	53.5	41.5	33.5	54.5	48.5	40.5	33.5	54.5	39.5	31.5	28.5	26.5	31.5	23.5	22.5	22.5
75TH	69.5	59.5	46.5	43.5	56.5	47.5	36.5	57.5	51.5	43.5	40.5	65.5	44.5	36.5	34.5	28.5	35.5	29.5	23.5	25.5
START	56.9	43.2	36.6	33.9	44.5	35.6	30.8	42.2	39.7	35.3	30.3	47.7	34.3	27.9	25.8	23.5	28.7	21.1	18.5	19.7
NO. COMPANIES	17	8	8	15	8	7	9	12	9	14	20	11	17	9	10	24	10	3	6	19
NO. EMPLOYEES	69	9	20	42	14	89	107	47	41	93	107	11	25	25	37	88	19	7	16	195

CANADA — Type of Business

MANUFACTURING/PROCESSING/CONSTRUCTION

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.5	43.6	44.8	33.1	46.2	38.8	31.0	46.3	45.7	36.9	32.1	41.4	39.4	27.8	29.3	24.4	35.0		19.0	24.4
AVERAGE	48.5	48.5	45.3	38.0	46.8	38.3	29.5	45.3	43.8	36.0	30.0	41.4	39.5	27.8	27.3	23.4	35.0		20.4	20.9
25TH	38.5	44.5	39.5	35.5	44.5	37.5	25.5	43.5	38.5	34.5	25.5	30.5	33.5	25.5	21.5	20.5	25.5		16.5	18.5
50TH	51.5	47.5	43.5	36.5	45.5	37.5	29.5	44.5	42.5	38.5	31.5	30.5	35.5	25.5	25.5	22.5	25.5		20.5	20.5
75TH	55.5	54.5	44.5	41.5	50.5	38.5	33.5	52.5	51.5	38.5	33.5	52.5	45.5	30.5	30.5	26.5	44.5		22.5	23.5
START	44.5	40.6	38.9	32.5	39.3	31.0	27.4	36.4	38.4	32.9	28.7	0.0	32.6	22.7	25.4	22.2	32.2		17.9	20.9
NO. COMPANIES	11	6	4	10	3	2	7	3	3	9	15	2	8	2	12	15	2		4	13
NO. EMPLOYEES	11	6	5	21	3	20	30	3	5	23	32	2	11	2	31	34	2		9	49

BANKING/INSURANCE/FINANCE

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	58.6	55.6	41.4	33.1	51.7	35.7	30.5	53.2	45.5	41.6	36.4	55.3	39.8	31.9	29.1	21.3	31.0	29.7	21.5	20.0
AVERAGE	58.9	56.6	40.9	34.8	48.4	35.7	28.7	50.0	41.4	38.7	32.3	55.3	37.7	31.8	28.5	21.3	31.0	29.7	22.6	20.4
25TH	57.5	56.5	37.5	31.5	33.5	35.5	26.5	43.5	41.5	35.5	27.5	33.5	36.5	31.5	26.5	19.5	26.5	29.5	20.5	18.5
50TH	58.5	56.5	43.5	31.5	52.5	35.5	26.5	47.5	41.5	39.5	32.5	65.5	38.5	31.5	28.5	21.5	26.5	29.5	22.5	18.5
75TH	61.5	56.5	43.5	40.5	53.5	35.5	30.5	52.5	47.5	40.5	35.5	67.5	40.5	32.5	29.5	22.5	35.5	30.5	23.5	22.5
START	51.3	55.9	31.8	32.4	40.8	30.7	27.1	40.4	31.0	30.1	27.4	46.2	31.6	25.8	26.0	19.0	26.0	22.6	20.1	17.3
NO. COMPANIES	5	2	5	3	4	1	2	3	6	9	9	3	5	2	5	7	2	2	4	6
NO. EMPLOYEES	5	2	10	7	10	52	63	18	21	40	51	3	8	6	12	19	2	2	7	18

SERVICE BUSINESS.EMPLOYMENT.ENTERTAINMENT.ETC.)

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE		53.6	46.3	48.0			33.7			37.7	38.3	48.1	39.4	33.0	30.9	27.1	23.9			21.3
AVERAGE		52.5	43.9	42.3			33.9			38.1	34.0	48.1	39.4	33.0	30.9	26.0	23.9			19.8
25TH		58.5	39.5	30.5			33.5			36.5	24.5	43.5	20.5	26.5	24.5	21.5	17.5			15.5
50TH		59.5	39.5	42.5			33.5			37.5	26.5	45.5	43.5	26.5	24.5	21.5	23.5			18.5
75TH		61.5	58.5	47.5			34.5			40.5	41.5	54.5	43.5	40.5	37.5	30.5	31.5			20.5
START		46.7	42.4	34.4			23.8			30.4	29.9	39.0	29.8	30.0	28.4	21.4	18.6			17.1
NO. COMPANIES		2	2	4			2			3	4	5	4	2	2	6	3			4
NO. EMPLOYEES		2	2	16			10			8	17	5	4	2	2	15	3			16

RETAIL/WHOLESALE SALES & DISTRIBUTION

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.1		47.4	33.3		47.0	29.7	47.2	42.5	39.7	32.8	47.0	35.1		25.4	25.4	31.6		21.4	19.7
AVERAGE	56.6		47.4	33.6		47.0	29.9	52.3	42.5	42.8	33.4	47.0	35.1		25.4	24.4	32.1		20.4	20.1
25TH	53.5		47.5	27.5		47.5	25.5	43.5	42.5	37.5	30.5	47.5	21.5		21.5	20.5	31.5		17.5	16.5
50TH	54.5		47.5	32.5		47.5	25.5	56.5	42.5	44.5	31.5	47.5	35.5		21.5	23.5	31.5		22.5	19.5
75TH	65.5		47.5	41.5		47.5	33.5	56.5	42.5	46.5	34.5	47.5	37.5		23.5	27.5	32.5		23.5	24.5
START	43.6		34.2	25.4		34.2	24.2	46.8	34.2	40.0	28.8	47.0	33.2		19.5	20.5	30.4		17.5	17.9
NO. COMPANIES	6		1	3		1	2	3	1	3	6	2	4		2	7	1		5	7
NO. EMPLOYEES	52		3	5		6	19	7	5	11	25	2	4		2	15	5		10	50

UTILITIES/TRANSPORTATION/COMMUNICATIONS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.4		49.7							34.9			45.4		34.1	25.0				23.8
AVERAGE	54.4		49.7							34.9			45.4		33.1	25.0				20.7
25TH	49.5		49.5							34.5			44.5		29.5	24.5				18.5
50TH	49.5		49.5							34.5			44.5		34.5	24.5				18.5
75TH	59.5		49.5							34.5			46.5		34.5	26.5				24.5
START	52.7		34.0							27.9			32.9		25.8	24.6				18.1
NO. COMPANIES	2		1							1			2		3	2				2
NO. EMPLOYEES	2		2							2			2		7	2				13

EDUCATION/GOVERNMENT/NONPROFIT

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	59.3	56.1	45.6	44.1	53.2	44.2	34.3	47.4	54.3	43.3	37.1	56.6	42.6	36.6	32.2	30.1	27.5	23.2	23.7	21.0
AVERAGE	59.3	54.9	45.1	43.8	53.7	46.4	34.9	54.1	49.9	43.7	35.4	56.6	43.0	32.7	29.2	27.7	29.1	23.1	24.1	22.8
25TH	45.5	54.5	37.5	41.5	50.5	41.5	31.5	45.5	48.5	36.5	32.5	52.5	36.5	29.5	24.5	22.5	25.5	22.5	22.5	20.5
50TH	51.5	55.5	46.5	43.5	53.5	45.5	31.5	54.5	48.5	38.5	33.5	53.5	42.5	29.5	26.5	28.5	26.5	23.5	22.5	22.5
75TH	70.5	59.5	47.5	49.5	56.5	46.5	37.5	57.5	59.5	56.5	40.5	58.5	46.5	37.5	37.5	30.5	26.5	23.5	25.5	23.5
START	43.7	45.1	35.8	36.9	44.5	39.5	30.5	43.6	40.8	35.6	30.3	45.6	35.2	27.1	24.2	24.2	25.2	20.5	20.5	19.6
NO. COMPANIES	11	5	4	7	5	4	6	8	6	7	9	9	8	6	6	11	5	3	2	9
NO. EMPLOYEES	11	6	17	27	6	14	25	30	22	54	36	9	10	18	15	46	11	7	5	108

OTHER

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	74.5	56.7							47.5	37.0	30.7		40.4	37.0	31.9	31.8	26.7		23.3	19.7
AVERAGE	74.5	56.7							47.5	36.0	33.7		40.4	33.1	27.6	28.9	28.7		23.7	19.6
25TH	65.5	49.5							47.5	31.5	30.5		34.5	27.5	20.5	20.5	26.5		18.5	16.5
50TH	65.5	53.5							47.5	37.5	31.5		34.5	27.5	24.5	23.5	28.5		24.5	17.5
75TH	70.5	66.5							47.5	37.5	38.5		46.5	39.5	30.5	31.5	28.5		24.5	22.5
START	54.0	0.0							41.7	36.4	29.6		37.2	32.0	24.6	21.8	25.0		21.9	17.2
NO. COMPANIES	2	3							1	4	5		2	2	4	4	1		4	6
NO. EMPLOYEES	2	3							33	55	16		2	6	12	31	3		9	15

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

EASTERN UNITED STATES

ALBANY, NY

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	57.6	35.9	39.3	25.6	54.0	36.1		41.8	32.8	30.9	28.9	38.8	23.7	21.8	18.1	16.2	17.6		14.9	15.0
AVERAGE	57.6	35.9	39.3	28.3	54.0	36.1		42.0	31.7	31.9	28.0	38.8	27.1	21.8	19.3	17.0	17.6		14.9	15.0
25TH	47.5	27.5	37.5	20.5	38.5	36.5		36.5	29.5	30.5	24.5	31.5	22.5	17.5	15.5	14.5	16.5		11.5	13.5
50TH	57.5	38.5	37.5	22.5	53.5	36.5		38.5	29.5	30.5	26.5	40.5	25.5	21.5	18.5	16.5	18.5		14.5	13.5
75TH	65.5	42.5	41.5	41.5	64.5	36.5		44.5	33.5	32.5	30.5	43.5	33.5	26.5	20.5	18.5	18.5		19.5	16.5
START	50.8	32.0	35.3	23.9	43.1	33.1		37.0	27.3	30.3	26.1	33.2	24.8	21.0	16.1	15.5	16.3		12.7	13.6
NO. COMPANIES	7	3	2	3	3	1		5	2	5	9	7	6	5	4	8	5		3	10
NO. EMPLOYEES	7	3	4	5	3	3		15	10	21	28	7	9	5	10	22	5		3	46

ALLENTOWN, PA (LEHIGH VALLEY)

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	49.1	46.4	38.2	32.3	50.6	30.6	22.7	44.4	38.9	36.1	29.1	40.5	33.6	26.4	21.4	19.0	24.4	19.2	17.2	16.5
AVERAGE	50.4	47.5	37.4	34.1	48.6	33.7	23.6	44.7	40.2	34.9	28.6	40.4	33.7	25.7	21.0	17.5	26.0	18.9	17.3	15.3
25TH	37.5	37.5	35.5	30.5	47.5	25.5	21.5	41.5	36.5	31.5	22.5	35.5	28.5	22.5	18.5	14.5	19.5	16.5	14.5	12.5
50TH	49.5	45.5	36.5	32.5	49.5	28.5	21.5	42.5	41.5	33.5	26.5	41.5	34.5	24.5	19.5	17.5	28.5	20.5	16.5	16.5
75TH	60.5	59.5	41.5	41.5	54.5	36.5	22.5	50.5	42.5	37.5	33.5	47.5	36.5	28.5	23.5	19.5	33.5	21.5	18.5	17.5
START	43.4	41.2	30.2	27.4	37.1	26.9	21.5	40.6	36.5	31.0	24.6	34.8	29.3	24.7	19.1	16.0	24.0	15.2	15.2	14.1
NO. COMPANIES	16	8	5	7	6	4	5	9	9	10	20	13	13	10	13	27	7	5	8	19
NO. EMPLOYEES	25	15	13	14	8	13	27	31	32	61	94	15	18	31	56	74	9	13	21	97

BINGHAMTON, NY

JOB CATEGORY	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	47.8	33.3	43.0	31.3		38.4	26.6	47.0	38.0	37.0	26.0	38.9	29.1	18.1	19.5	17.0	20.6	15.1	14.3	13.1
AVERAGE	47.8	33.3	40.0	31.3		38.5	25.7	47.0	38.0	35.9	26.7	41.0	29.5	19.6	19.4	16.3	20.6	14.8	14.1	13.2
25TH	38.5	20.5	33.5	27.5		29.5	22.5	39.5	36.5	35.5	24.5	31.5	25.5	16.5	18.5	13.5	17.5	11.5	13.5	11.5
50TH	52.5	37.5	34.5	30.5		31.5	23.5	40.5	36.5	36.5	27.5	38.5	28.5	19.5	19.5	14.5	20.5	14.5	13.5	13.5
75TH	60.5	41.5	52.5	35.5		33.5	26.5	49.5	42.5	37.5	28.5	41.5	33.5	18.5	20.5	18.5	21.5	16.5	15.5	15.5
START	38.9	30.3	31.2	23.9		29.0	19.2	37.2	31.5	31.3	22.9	31.4	22.9	17.2	17.0	13.7	17.8	13.5	12.9	10.8
NO. COMPANIES	15	3	3	7		4	7	6	3	5	3	5	7	4	6	14	5	4	7	11
NO. EMPLOYEES	15	3	4	14		5	14	6	3	7	27	6	8	7	11	40	6	5	11	38

BOSTON, MA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	60.6		40.4	32.4	48.5	46.0	38.9	54.8	45.4	38.1	33.9	37.1	35.4	28.2	23.9	20.5	28.0	23.7	18.7	20.1
AVERAGE	60.6		39.0	31.0	48.5	44.4	32.5	53.2	44.0	37.3	33.2	37.5	33.7	28.7	23.8	20.3	28.0	23.4	18.7	17.9
25TH	47.5		37.5	21.5	44.5	36.5	25.5	46.5	41.5	35.5	31.5	33.5	30.5	27.5	22.5	18.5	23.5	21.5	16.5	14.5
50TH	54.5		37.5	31.5	44.5	42.5	29.5	56.5	42.5	36.5	32.5	36.5	32.5	27.5	22.5	19.5	23.5	21.5	16.5	16.5
75TH	66.5		40.5	34.5	52.5	52.5	42.5	57.5	48.5	39.5	35.5	40.5	36.5	28.5	24.5	21.5	28.5	21.5	21.5	19.5
START	44.3		43.0	28.4	59.0	52.5	35.2	0.0	45.7	34.3	29.9	32.4	27.2	23.7	21.9	18.6	22.7	17.5	16.1	15.2
NO. COMPANIES	8		2	4	2	3	3	3	5	8	6	8	3	4	9	8	6	4	7	4
NO. EMPLOYEES	8		7	7	2	5	11	7	24	43	31	9	7	6	14	20	6	7	14	9

BUFFALO, NY

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.9	48.8	34.3	31.0	40.8	29.1	29.5	35.7	33.4	27.5	24.6	51.6	28.7	19.7	20.0	16.8	21.3	17.8	14.7	12.5
AVERAGE	48.9	49.3	33.4	30.5	41.9	28.1	25.9	40.4	35.0	26.3	24.4	41.2	28.1	19.7	20.0	16.2	21.3	17.8	15.4	13.4
25TH	36.5	46.5	28.5	28.5	30.5	26.5	25.5	34.5	32.5	21.5	21.5	31.5	25.5	18.5	17.5	15.5	18.5	15.5	14.5	11.5
50TH	47.5	47.5	28.5	28.5	37.5	26.5	25.5	36.5	34.5	28.5	24.5	33.5	27.5	19.5	20.5	16.5	20.5	15.5	14.5	13.5
75TH	51.5	54.5	38.5	31.5	46.5	29.5	26.5	46.5	39.5	31.5	26.5	51.5	29.5	20.5	21.5	18.5	24.5	16.5	16.5	14.5
START	41.2	41.2	30.4	28.3	37.2	27.0	26.7	35.2	30.9	27.9	21.6	34.2	24.7	19.1	17.0	15.2	20.9	14.7	15.3	12.1
NO. COMPANIES	13	3	2	6	4	2	5	11	9	12	16	10	13	8	11	17	8	4	5	20
NO. EMPLOYEES	13	4	5	11	8	5	13	38	44	58	59	24	29	10	22	34	10	4	19	113

CORCORD, NH

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	50.7	46.9	41.1	32.7	40.9	37.3	25.3	49.5	43.7	37.0	29.7	38.3	29.8	24.8	19.8	18.0	26.6	20.8	17.7	16.1
AVERAGE	50.2	46.3	41.7	31.4	42.0	34.6	26.0	45.4	44.7	34.3	28.5	36.3	29.6	23.6	20.1	17.7	26.6	20.0	17.0	16.6
25TH	35.5	40.5	37.5	26.5	33.5	32.5	22.5	39.5	37.5	31.5	24.5	30.5	22.5	20.5	17.5	16.5	21.5	17.5	16.5	14.5
50TH	51.5	46.5	42.5	32.5	40.5	33.5	26.5	46.5	44.5	32.5	29.5	34.5	29.5	22.5	20.5	17.5	23.5	19.5	17.5	16.5
75TH	59.5	50.5	45.5	34.5	51.5	35.5	30.5	53.5	50.5	37.5	31.5	41.5	32.5	26.5	22.5	18.5	27.5	20.5	17.5	17.5
START	38.6	39.6	33.3	28.7	37.1	31.2	25.0	37.9	36.5	29.0	25.3	30.7	26.0	19.2	16.3	15.5	19.4	16.0	14.2	14.1
NO. COMPANIES	23	7	10	15	7	6	11	13	7	15	17	15	12	12	13	21	4	4	9	25
NO. EMPLOYEES	24	7	22	34	9	17	27	19	34	91	63	15	12	23	36	52	4	8	24	83

HARRISBURG, PA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.7	43.3	32.7	34.4	39.5	27.3	23.6	44.5	39.6	32.6	30.6	39.1	28.2	23.2	21.6	17.9	23.1	18.5	15.2	15.6
AVERAGE	48.5	40.6	37.6	32.9	38.5	29.4	26.2	45.7	36.2	32.7	28.3	38.5	25.6	21.4	20.5	16.8	23.8	17.9	16.1	14.3
25TH	36.5	35.5	31.5	29.5	33.5	24.5	22.5	41.5	32.5	29.5	25.5	30.5	22.5	20.5	18.5	15.5	21.5	16.5	14.5	13.5
50TH	48.5	42.5	37.5	32.5	37.5	26.5	23.5	48.5	37.5	33.5	28.5	36.5	25.5	20.5	19.5	17.5	22.5	18.5	15.5	13.5
75TH	61.5	45.5	41.5	36.5	42.5	36.5	26.5	52.5	39.5	36.5	32.5	48.5	29.5	23.5	22.5	18.5	27.5	20.5	17.5	15.5
START	39.4	34.7	29.4	25.5	31.7	24.4	22.2	36.8	29.9	26.9	23.6	30.3	23.0	18.8	17.5	15.0	19.1	14.7	13.6	12.5
NO. COMPANIES	22	6	8	9	8	11	15	14	11	22	25	16	16	10	16	23	11	11	10	29
NO. EMPLOYEES	24	331	199	73	15	105	146	176	344	254	591	22	100	49	282	148	30	19	82	518

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

HARTFORD, CT

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	83.9		41.0	35.7		37.9	26.5	50.9	44.2	34.9	23.9	54.1	35.6	27.0	22.3	19.5	23.7	17.8	16.7	13.9
AVERAGE	83.9		45.1	33.7		37.9	28.1	53.9	44.5	34.9	29.4	54.1	40.3	26.0	22.1	19.4	23.8	17.7	17.1	14.2
25TH	70.5		39.5	31.5		37.5	25.5	38.5	42.5	34.5	28.5	38.5	28.5	21.5	20.5	18.5	20.5	16.5	15.5	13.5
50TH	70.5		39.5	31.5		37.5	25.5	46.5	44.5	34.5	23.5	42.5	29.5	27.5	21.5	19.5	23.5	17.5	16.5	13.5
75TH	70.5		50.5	36.5		37.5	30.5	70.5	46.5	35.5	30.5	63.5	50.5	29.5	22.5	20.5	24.5	18.5	18.5	15.5
START	70.7		35.4	28.1		33.2	22.9	34.2	36.8	31.2	24.5	49.6	40.3	21.6	20.0	17.3	20.3	15.4	14.5	11.8
NO. COMPANIES	5		2	2		1	2	3	3	4	4	5	4	3	4	5	4	5	6	6
NO. EMPLOYEES	5		8	16		4	13	5	12	23	31	5	7	5	13	25	5	8	24	16

LANCASTER, PA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	40.6	43.4				31.2	24.0			38.5	26.0	36.9	28.1			17.7	20.8			12.1
AVERAGE	40.6	43.4				31.2	23.5			38.5	26.0	36.9	28.1			17.2	20.8			12.3
25TH	38.5	32.5				31.5	21.5			38.5	20.5	20.5	19.5			16.5	19.5			11.5
50TH	42.5	44.5				31.5	23.5			38.5	20.5	20.5	21.5			17.5	21.5			12.5
75TH	42.5	53.5				31.5	25.5			38.5	31.5	53.5	42.5			17.5	21.5			13.5
START	29.0	31.1				26.0	20.2			31.3	23.5	26.1	16.3			14.7	17.2			11.0
NO. COMPANIES	5	3				1	3			1	2	2	3			5	3			5
NO. EMPLOYEES	5	3				3	5			2	2	2	3			8	3			10

MONTGOMERY COUNTY, PA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	52.1	42.1	41.7	29.2	45.6	33.7	27.5	48.1	39.8	36.2	27.4	36.6	29.8	24.9	20.2	17.0	23.4	17.9	17.5	14.2
AVERAGE	52.1	42.1	40.7	31.3	44.2	34.0	30.4	50.4	38.9	34.8	27.6	36.6	32.4	25.7	20.9	17.2	25.3	19.0	17.6	14.9
25TH	42.5	40.5	39.5	23.5	40.5	31.5	22.5	43.5	35.5	30.5	25.5	25.5	23.5	24.5	19.5	15.5	20.5	15.5	15.5	13.5
50TH	48.5	46.5	43.5	32.5	41.5	31.5	30.5	52.5	38.5	33.5	26.5	34.5	30.5	25.5	21.5	17.5	23.5	17.5	17.5	14.5
75TH	55.5	48.5	44.5	37.5	45.5	37.5	32.5	54.5	41.5	39.5	31.5	40.5	39.5	26.5	22.5	18.5	30.5	24.5	19.5	16.5
START	42.0	40.6	38.4	31.6	42.3	29.5	29.8	39.5	32.7	32.8	24.4	30.0	27.2	22.1	18.0	15.4	25.3	17.4	14.9	13.7
NO. COMPANIES	18	9	5	7	6	7	7	7	8	11	18	11	8	7	11	16	10	3	6	15
NO. EMPLOYEES	19	9	25	35	14	10	37	17	30	69	103	11	12	12	30	28	30	17	107	157

NEWARK AREA, NJ (METRO)

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	78.6	53.8	51.1	39.2	51.8	39.3	31.7	70.5	48.0	39.5	32.7	52.3	32.5	28.6	23.9	19.0	30.5	23.2	17.9	15.8
AVERAGE	78.5	57.9	47.5	39.0	52.1	41.4	28.5	70.5	48.2	40.4	35.5	52.3	30.3	28.6	24.7	19.1	30.3	23.7	19.3	15.9
25TH	68.5	48.5	42.5	36.5	47.5	35.5	25.5	68.5	47.5	33.5	30.5	44.5	32.5	28.5	23.5	17.5	26.5	19.5	17.5	15.5
50TH	70.5	59.5	47.5	37.5	54.5	43.5	27.5	68.5	47.5	40.5	34.5	50.5	33.5	26.5	24.5	18.5	30.5	23.5	18.5	15.5
75TH	70.5	65.5	52.5	42.5	54.5	45.5	29.5	70.5	48.5	42.5	34.5	60.5	34.5	28.5	24.5	21.5	33.5	24.5	21.5	16.5
START	62.2	47.6	38.9	35.0	44.4	33.8	25.8	59.2	37.5	31.7	29.7	45.7	23.1	22.7	22.6	18.4	23.6	19.7	16.3	14.1
NO. COMPANIES	5	3	3	5	3	3	4	2	2	3	4	6	5	2	5	6	3	4	3	3
NO. EMPLOYEES	5	8	10	9	8	9	20	4	4	13	32	6	10	8	28	23	11	13	90	5

NEW YORK, NY

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	76.5	64.8	49.5	40.3	60.4	29.7	26.2	63.7	43.9	37.9	32.2	52.3	30.5	26.0	22.3	18.6	30.7	22.7	17.6	15.4
AVERAGE	76.5	64.8	47.3	39.4	60.4	29.1	24.5	66.7	46.1	39.5	32.4	52.3	33.3	25.5	22.6	19.2	29.2	22.2	19.3	18.0
25TH	56.5	55.5	45.5	34.5	60.5	27.5	21.5	54.5	37.5	33.5	28.5	44.5	27.5	24.5	20.5	18.5	24.5	18.5	17.5	15.5
50TH	70.5	55.5	45.5	37.5	60.5	29.5	24.5	68.5	44.5	38.5	33.5	50.5	32.5	25.5	21.5	19.5	29.5	21.5	19.5	18.5
75TH	70.5	70.5	50.5	41.5	60.5	30.5	27.5	70.5	50.5	47.5	36.5	59.5	38.5	26.5	25.5	20.5	35.5	22.5	21.5	18.5
START	57.9	53.6	33.0	30.0	44.9	25.0	22.2	48.4	32.9	32.1	27.3	38.3	27.1	22.2	19.8	18.0	23.3	20.5	17.0	15.6
NO. COMPANIES	7	2	2	4	1	3	3	6	5	7	7	7	7	5	6	7	3	4	3	4
NO. EMPLOYEES	7	2	15	7	4	6	10	8	24	38	48	7	13	12	16	41	4	7	58	58

PHILADELPHIA, PA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	56.4	52.1	39.3	29.0	44.3	33.5	25.9	55.2	43.9	40.0	31.2	45.3	32.1	24.2	22.8	17.0	26.4	18.7	15.7	14.4
AVERAGE	56.4	48.7	38.8	27.3	45.9	34.2	26.6	55.4	41.8	38.0	31.0	42.5	32.2	24.4	22.1	17.1	27.3	19.3	17.2	15.2
25TH	43.5	43.5	32.5	25.5	40.5	33.5	24.5	47.5	36.5	32.5	28.5	37.5	30.5	23.5	21.5	16.5	21.5	16.5	16.5	13.5
50TH	56.5	48.5	37.5	27.5	47.5	33.5	26.5	54.5	44.5	37.5	30.5	41.5	31.5	23.5	21.5	16.5	25.5	18.5	17.5	14.5
75TH	66.5	54.5	40.5	30.5	49.5	34.5	27.5	63.5	45.5	41.5	34.5	50.5	33.5	25.5	24.5	17.5	26.5	19.5	17.5	15.5
START	45.8	42.6	31.2	28.8	40.6	28.1	23.9	41.8	35.0	30.3	28.5	39.3	27.1	21.5	17.6	15.6	22.9	21.3	14.7	12.9
NO. COMPANIES	10	3	4	6	3	4	5	3	5	9	10	9	8	5	6	13	4	4	4	8
NO. EMPLOYEES	10	8	12	18	19	27	14	4	16	45	26	12	10	7	18	23	7	17	69	96

PITTSBURGH, PA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	P	S	T
WGHTD. AVERAGE	50.6	32.7	45.4		34.4	29.5	29.0	45.9	29.8	35.1	27.9		39.0	17.0	19.5	16.2			17.4	18.5
AVERAGE	50.6	32.7	47.1		34.4	29.5	26.7	45.2	29.8	34.1	27.9		39.0	16.7	19.5	17.9			18.7	17.3
25TH	41.5	26.5	42.5		24.5	27.5	19.5	38.5	29.5	23.5	27.5		33.5	14.5	19.5	14.5			15.5	13.5
50TH	48.5	26.5	42.5		33.5	27.5	26.5	47.5	29.5	34.5	27.5		37.5	17.5	19.5	16.5			16.5	13.5
75TH	58.5	38.5	52.5		33.5	31.5	28.5	49.5	29.5	38.5	31.5		45.5	18.5	19.5	24.5			19.5	20.5
START	42.4	27.1	34.1		30.5	21.1	23.0	34.1	0.0	28.9	23.6		32.5	16.1	16.5	16.8			16.6	17.5
NO. COMPANIES	7	2	2		4	2	4	3	1	6	6		3	3	2	7			5	2
NO. EMPLOYEES	7	2	3		4	2	14	4	2	13	17		3	8	3	17			8	3

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

PORTLAND, ME

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	27.5			45.7					38.7	37.0	27.0	41.7	22.6	21.7	22.4	13.7		17.3	15.2	15.9
AVERAGE	27.5			45.7					38.7	37.0	26.7	41.7	22.6	20.1	22.4	19.7		17.3	15.3	14.3
25TH	15.5			45.5					38.5	37.5	21.5	38.5	22.5	15.5	22.5	18.5		17.5	15.5	13.5
50TH	32.5			45.5					38.5	37.5	27.5	38.5	22.5	18.5	22.5	19.5		17.5	15.5	13.5
75TH	34.5			45.5					38.5	37.5	31.5	44.5	23.5	26.5	22.5	21.5		17.5	15.5	14.5
START	22.8			35.1					31.6	31.6	21.9	31.6	17.5	13.3	19.3	18.7		14.4	14.3	12.7
NO. COMPANIES	3			1					1	1	3	2	2	3	1	3		1	2	4
NO. EMPLOYEES	3			5					4	7	5	2	2	4	6	3		3	3	80

PROVIDENCE, RI

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	43.1			36.2							28.3					23.3				15.2
AVERAGE	43.1			33.8							28.3					22.2				15.2
25TH	27.5			26.5							25.5					19.5				15.5
50TH	45.5			26.5							26.5					19.5				15.5
75TH	47.5			41.5							33.5					25.5				15.5
START	37.9			33.8							25.4					20.3				12.5
NO. COMPANIES	4			2							3					2				1
NO. EMPLOYEES	4			3							3					3				2

READING, PA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	62.3	28.0	39.2	32.7	49.4	30.9	27.9	55.5	44.9	37.0	31.2	43.4	38.1	22.2	20.3	17.1	30.7	20.0	18.2	13.6
AVERAGE	48.3	28.0	39.2	31.5	49.4	30.2	25.9	50.6	43.3	36.0	29.2	43.4	34.0	21.9	20.4	17.1	30.7	19.4	17.9	14.3
25TH	42.5	19.5	37.5	23.5	41.5	19.5	22.5	41.5	33.5	32.5	25.5	42.5	31.5	20.5	17.5	15.5	23.5	14.5	16.5	11.5
50TH	47.5	24.5	37.5	32.5	46.5	31.5	29.5	52.5	40.5	36.5	29.5	42.5	34.5	21.5	18.5	16.5	32.5	19.5	16.5	13.5
75TH	52.5	40.5	43.5	38.5	60.5	33.5	30.5	52.5	47.5	37.5	32.5	48.5	39.5	23.5	20.5	17.5	33.5	22.5	19.5	15.5
START	43.6	42.0	20.4	36.0	0.0	24.7	25.5	36.7	37.1	28.3	25.0	38.7	27.7	18.5	19.2	15.5	26.1	17.3	14.5	12.6
NO. COMPANIES	18	3	3	5	3	4	5	8	5	10	11	5	9	9	12	17	4	8	8	12
NO. EMPLOYEES	42	3	3	6	3	5	11	18	14	23	42	5	18	19	23	38	4	11	25	72

ROCHESTER, NY

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE								42.7		31.7	27.5		31.0	22.2	19.5	20.1	20.2		15.1	12.1
AVERAGE								44.5		33.0	27.5		31.0	22.2	19.1	20.1	20.2		15.1	12.1
25TH								39.5		29.5	21.5		30.5	18.5	15.5	20.5	20.5		13.5	11.5
50TH								39.5		29.5	21.5		30.5	18.5	18.5	20.5	20.5		13.5	11.5
75TH								50.5		37.5	34.5		32.5	25.5	25.5	20.5	20.5		17.5	14.5
START								40.0		30.0	23.5		27.5	19.5	16.2	18.0	17.5		14.0	11.5
NO. COMPANIES								2		2	2		2	2	3	2	2		2	3
NO. EMPLOYEES								3		3	2		2	2	4	2	2		2	3

STAMFORD, CT

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	72.2	56.7	44.6	40.4		33.9	26.9	58.3	49.0	37.1	32.0	44.0	37.2	26.4	22.9	19.3	26.9	22.1	17.0	16.4
AVERAGE	72.2	56.7	45.6	40.3		33.4	26.1	58.5	49.2	37.4	32.1	44.9	37.2	27.3	22.7	19.6	26.9	22.1	17.6	16.2
25TH	56.5	50.5	41.5	37.5		29.5	23.5	52.5	47.5	36.5	26.5	37.5	33.5	25.5	21.5	18.5	23.5	21.5	15.5	15.5
50TH	68.5	50.5	45.5	39.5		29.5	23.5	56.5	48.5	36.5	32.5	43.5	40.5	25.5	22.5	19.5	23.5	22.5	17.5	17.5
75TH	70.5	63.5	46.5	42.5		37.5	29.5	58.5	50.5	38.5	34.5	52.5	41.5	28.5	23.5	20.5	30.5	22.5	20.5	17.5
START	66.2	57.0	36.2	29.1		27.4	21.9	50.3	38.9	30.9	29.2	39.2	30.8	21.5	19.5	16.4	18.2	17.4	14.7	15.5
NO. COMPANIES	6	2	5	6		2	2	4	5	7	8	7	5	6	6	7	2	3	3	4
NO. EMPLOYEES	6	2	7	13		3	14	7	11	18	40	8	7	12	11	21	2	4	5	23

SYRACUSE, NY

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	47.5	50.1	36.0	31.3	46.2	35.2	24.2	32.8	36.1	34.5	25.7	40.9	31.1	19.9	19.5	16.6	24.3	17.9	17.5	13.8
AVERAGE	47.5	50.1	40.1	34.9	46.5	33.9	25.6	39.6	38.1	35.3	26.4	41.0	31.1	20.3	20.8	17.1	24.5	17.9	17.9	14.7
25TH	26.5	41.5	34.5	30.5	37.5	32.5	22.5	31.5	31.5	31.5	22.5	31.5	26.5	16.5	17.5	14.5	21.5	13.5	17.5	13.5
50TH	47.5	43.5	34.5	31.5	45.5	32.5	26.5	31.5	39.5	34.5	28.5	39.5	27.5	20.5	19.5	16.5	23.5	17.5	18.5	13.5
75TH	61.5	53.5	38.5	38.5	49.5	35.5	28.5	42.5	42.5	35.5	29.5	41.5	31.5	20.5	24.5	18.5	26.5	22.5	20.5	15.5
START	39.7	40.3	31.2	29.8	38.7	26.8	21.5	29.9	27.9	28.6	23.7	32.9	24.2	17.0	18.9	15.2	20.8	15.5	14.3	13.3
NO. COMPANIES	10	4	4	5	4	2	5	2	3	6	9	8	5	4	6	13	7	6	5	9
NO. EMPLOYEES	10	4	14	48	6	9	17	7	14	59	70	9	6	14	14	43	8	6	21	33

WASHINGTON, DC

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	66.9	51.7	42.2	44.2	35.4	46.9	31.6	53.5	47.9	42.3	36.1	42.4	35.6	26.1	23.6	20.4	27.3	22.5	19.9	16.8
AVERAGE	67.2	50.8	43.1	39.7	52.3	47.2	33.0	53.6	45.1	36.5	30.9	42.6	34.2	25.4	23.5	21.0	27.9	22.5	20.4	16.6
25TH	43.5	43.5	40.5	35.5	28.5	45.5	30.5	45.5	39.5	29.5	30.5	30.5	28.5	23.5	21.5	19.5	23.5	21.5	18.5	15.5
50TH	64.5	47.5	41.5	38.5	53.5	48.5	30.5	50.5	41.5	36.5	32.5	41.5	31.5	24.5	23.5	21.5	26.5	23.5	19.5	16.5
75TH	70.5	61.5	41.5	43.5	60.5	48.5	36.5	59.5	56.5	37.5	33.5	47.5	40.5	25.5	24.5	21.5	27.5	25.5	21.5	19.5
START	50.6	39.4	37.2	32.2	43.4	41.0	27.1	44.4	37.1	31.5	25.5	33.6	27.6	22.4	20.5	17.1	23.5	19.8	18.4	15.6
NO. COMPANIES	10	6	5	7	4	3	3	8	6	8	9	11	6	5	6	9	9	7	8	11
NO. EMPLOYEES	11	7	22	46	13	16	17	41	48	165	115	25	8	18	46	38	15	29	55	62

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

WESTCHESTER, NY

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	62.5	49.1	43.5	45.7		49.5	38.7	60.0	50.9	39.6	32.7	47.1	36.5	33.3	24.8	21.4	26.4	23.7	19.0	16.8
AVERAGE	62.5	49.1	44.0	42.4		49.1	35.9	60.0	47.7	36.9	32.9	44.2	36.5	31.0	24.8	20.3	28.4	24.0	19.3	17.3
25TH	52.5	46.5	39.5	41.5		44.5	29.5	53.5	42.5	38.5	29.5	30.5	30.5	26.5	24.5	19.5	22.5	23.5	17.5	15.5
50TH	60.5	47.5	42.5	44.5		51.5	33.5	61.5	47.5	41.5	31.5	41.5	38.5	29.5	24.5	20.5	28.5	23.5	19.5	16.5
75TH	70.5	49.5	42.5	46.5		51.5	41.5	65.5	51.5	42.5	35.5	57.5	43.5	33.5	25.5	21.5	30.5	25.5	20.5	18.5
START	51.6	34.5	32.1	30.0		33.1	26.4	44.1	39.7	36.5	26.0	36.0	28.6	24.2	20.8	18.5	25.1	18.3	15.6	15.0
NO. COMPANIES	18	5	4	5		3	6	7	8	6	16	10	10	4	6	18	4	3	7	15
NO. EMPLOYEES	18	5	6	22		14	24	7	21	13	29	12	10	12	22	63	4	5	16	54

WILMINGTON, DE

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	46.3	53.2	53.3	46.7		52.9			45.3	31.5	31.9	51.0	27.8		22.0	18.9	31.1	17.9	16.9	13.6
AVERAGE	46.3	51.6	53.3	46.7		52.8			43.7	31.5	28.2	51.0	23.5		20.1	18.0	31.1	18.2	19.7	14.9
25TH	39.5	45.5	53.5	46.5		52.5			41.5	30.5	23.5	38.5	16.5		15.5	13.5	22.5	17.5	15.5	11.5
50TH	43.5	54.5	53.5	46.5		52.5			41.5	30.5	24.5	38.5	19.5		18.5	18.5	30.5	18.5	15.5	12.5
75TH	56.5	54.5	53.5	46.5		52.5			46.5	32.5	33.5	64.5	34.5		19.5	21.5	40.5	19.5	24.5	16.5
START	36.3	40.6	38.4	37.6		39.3			34.5	26.9	24.3	37.3	20.7		17.4	15.7	25.1	14.6	14.1	12.5
NO. COMPANIES	3	3	1	1		1			2	2	6	2	3		4	5	3	3	2	7
NO. EMPLOYEES	3	6	5	8		4			6	2	15	2	5		9	12	3	4	5	32

YORK, PA

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	47.0	35.4	39.2	31.1			24.7	39.1	34.9	31.3	26.6	43.8	27.4	19.3	18.8	17.3	24.2	19.1	16.2	14.6
AVERAGE	47.0	35.4	36.3	31.1			24.8	39.1	36.2	33.2	26.4	43.8	27.4	19.2	18.4	16.5	24.2	19.1	16.1	14.6
25TH	36.5	29.5	35.5	29.5			21.5	33.5	30.5	32.5	23.5	43.5	25.5	18.5	16.5	14.5	19.5	18.5	15.5	13.5
50TH	43.5	36.5	37.5	29.5			24.5	39.5	32.5	32.5	26.5	45.5	27.5	18.5	17.5	15.5	26.5	18.5	16.5	14.5
75TH	56.5	40.5	41.5	32.5			26.5	45.5	37.5	36.5	31.5	47.5	28.5	19.5	18.5	16.5	26.5	19.5	16.5	16.5
START	35.6	28.9	29.1	25.1			18.2	35.0	31.9	25.9	22.7	39.4	23.6	17.7	16.4	14.3	21.0	14.6	13.6	12.3
NO. COMPANIES	12	3	3	4			4	7	4	6	10	5	8	6	8	11	3	2	6	11
NO. EMPLOYEES	12	3	4	4			12	7	9	13	27	5	10	8	11	20	3	3	8	33

EAST CENTRAL UNITED STATES

AKRON-CANTON, OH

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	70.3	43.5	38.0	30.4	48.3	28.2	24.0	51.7	53.2	39.5	30.3	59.0	33.5	31.3	26.9	25.1		28.3	20.5	16.1
AVERAGE	70.3	43.5	38.0	30.4	48.3	28.2	24.0	51.7	50.2	39.3	28.0	59.0	35.1	36.7	27.8	25.2		28.3	20.3	16.0
25TH	49.5	43.5	36.5	30.5	48.5	28.5	24.5	47.5	37.5	31.5	23.5	33.5	31.5	26.5	22.5	20.5		24.5	18.5	15.5
50TH	59.5	43.5	38.5	30.5	48.5	28.5	24.5	47.5	55.5	38.5	26.5	49.5	31.5	28.5	24.5	21.5		24.5	18.5	15.5
75TH	70.5	43.5	38.5	30.5	48.5	28.5	24.5	55.5	57.5	44.5	29.5	70.5	39.5	55.5	30.5	26.5		31.5	21.5	16.5
START	68.1	40.6	36.9	27.9	44.7	27.9	25.5	49.1	44.6	33.9	26.6	58.4	30.6	32.6	23.8	21.7		22.3	16.7	13.6
NO. COMPANIES	4	1	1	1	1	1	1	2	3	3	4	4	2	3	4	4		2	4	2
NO. EMPLOYEES	4	5	5	7	3	6	3	2	12	20	6	4	7	7	8	8		2	10	4

BATTLECREEK-KALAMAZOO, MI

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	45.6	41.1	39.3	30.7	40.8	32.4	30.4	42.3	39.2	34.7	31.2	43.5	29.0	26.9	22.1	19.5	31.8	23.8	20.7	16.7
AVERAGE	44.9	40.8	37.8	28.6	40.0	29.4	24.4	41.1	39.5	35.1	30.3	42.6	28.6	26.4	20.9	18.7	29.5	24.4	18.2	16.0
25TH	27.5	34.5	29.5	25.5	38.5	20.5	21.5	45.5	39.5	31.5	27.5	36.5	23.5	19.5	17.5	17.5	23.5	20.5	16.5	14.5
50TH	45.5	41.5	35.5	27.5	38.5	28.5	21.5	45.5	39.5	37.5	30.5	46.5	27.5	23.5	21.5	19.5	27.5	20.5	17.5	15.5
75TH	58.5	47.5	39.5	31.5	41.5	31.5	23.5	46.5	40.5	38.5	33.5	46.5	31.5	29.5	23.5	19.5	38.5	28.5	22.5	17.5
START	38.9	34.2	34.0	25.0	34.8	30.4	22.3	34.1	34.6	31.1	27.3	34.9	24.6	22.5	19.3	18.1	21.1	19.9	15.4	14.5
NO. COMPANIES	15	3	4	7	2	4	4	5	2	6	7	5	5	8	10	12	3	2	7	12
NO. EMPLOYEES	16	11	39	29	11	21	37	5	4	38	50	6	9	24	55	88	18	7	81	101

CHICAGO, IL

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	59.8	40.7	39.8	34.5	44.9	36.2	30.0	52.3	44.2	36.5	31.5	47.4	35.5	24.6	21.4	17.1	25.7	20.3	16.1	15.2
AVERAGE	59.3	45.7	42.3	35.2	46.1	36.4	26.8	51.7	47.5	38.0	29.9	45.8	35.4	23.8	20.3	19.4	25.7	20.9	16.8	15.5
25TH	46.5	30.5	41.5	30.5	36.5	22.5	20.5	47.5	39.5	36.5	26.5	35.5	29.5	22.5	18.5	16.5	22.5	19.5	16.5	14.5
50TH	56.5	45.5	43.5	35.5	46.5	36.5	25.5	49.5	50.5	37.5	30.5	41.5	33.5	24.5	20.5	18.5	25.5	20.5	17.5	15.5
75TH	70.5	48.5	45.5	41.5	56.5	39.5	31.5	56.5	53.5	40.5	33.5	53.5	36.5	24.5	21.5	22.5	28.5	23.5	21.5	16.5
START	47.8	33.8	35.3	29.2	38.1	29.6	22.7	43.7	39.0	30.1	25.1	37.9	31.4	21.5	18.3	16.3	22.1	17.1	15.7	13.7
NO. COMPANIES	20	4	5	14	7	4	10	10	7	15	20	14	12	8	8	24	11	6	11	17
NO. EMPLOYEES	20	6	32	36	8	20	29	33	72	124	117	15	17	24	57	124	11	9	24	89

CHICAGO (NORTH/WEST), IL

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	53.1	52.9	43.5	43.0	55.6	34.6	30.6	49.3	45.7	37.4	36.1	41.9	35.2	24.9	21.7	19.1	31.9	21.5	19.3	15.9
AVERAGE	53.1	52.9	38.1	33.2	55.6	29.2	30.6	49.1	42.0	34.6	30.4	41.6	31.2	24.5	21.2	18.6	32.2	21.4	18.0	16.4
25TH	40.5	30.5	30.5	20.5	55.5	16.5	23.5	43.5	41.5	32.5	26.5	35.5	28.5	20.5	20.5	16.5	24.5	17.5	16.5	15.5
50TH	56.5	61.5	30.5	20.5	55.5	16.5	30.5	44.5	43.5	34.5	29.5	40.5	30.5	26.5	21.5	19.5	28.5	22.5	18.5	16.5
75TH	61.5	67.5	46.5	46.5	55.5	40.5	32.5	50.5	46.5	37.5	33.5	46.5	33.5	27.5	22.5	20.5	36.5	22.5	20.5	16.5
START	42.3	40.0	35.7	27.3	40.1	24.4	26.6	36.3	37.6	31.7	26.6	35.9	27.1	19.6	18.7	16.2	27.3	16.7	14.2	14.5
NO. COMPANIES	14	3	2	2	1	2	3	10	5	13	12	12	7	6	10	15	8	6	10	13
NO. EMPLOYEES	14	3	6	16	3	4	17	13	24	103	82	12	20	11	25	65	11	13	56	38

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

CINCINNATI, OH

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	53.9	48.1	43.3	37.4	50.7	32.9	27.1	42.5	41.3	33.4	28.2	43.1	31.5	23.7	21.8	17.5	27.2	19.0	16.5	16.2
AVERAGE	53.9	48.7	42.4	36.1	50.7	34.0	25.5	41.7	39.4	34.4	28.4	43.1	30.5	23.2	21.4	18.0	26.1	19.6	16.7	15.2
25TH	43.5	34.5	39.5	32.5	49.5	28.5	23.5	30.5	34.5	31.5	25.5	34.5	27.5	18.5	19.5	15.5	23.5	17.5	15.5	13.5
50TH	47.5	50.5	42.5	35.5	50.5	31.5	25.5	50.5	40.5	34.5	28.5	46.5	28.5	22.5	20.5	18.5	25.5	19.5	16.5	14.5
75TH	59.5	51.5	44.5	42.5	50.5	33.5	26.5	52.5	43.5	36.5	32.5	48.5	32.5	24.5	23.5	19.5	28.5	21.5	17.5	16.5
START	41.3	36.2	34.3	31.0	37.7	25.6	22.6	35.8	31.9	29.2	25.8	33.9	29.0	19.7	18.4	15.8	20.9	16.2	14.6	13.6
NO. COMPANIES	21	4	5	11	5	6	9	13	11	13	23	15	16	14	16	30	10	9	12	23
NO. EMPLOYEES	21	6	26	53	5	21	28	20	43	112	138	15	27	28	45	101	16	12	34	133

CLEVELAND, OH

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	66.1	61.7	45.0	39.7		26.9	22.6	50.1	43.2	29.3	29.6	47.4	33.4	27.1	24.1	25.6	30.1		22.0	15.8
AVERAGE	66.1	61.7	42.4	38.0		27.9	23.3	52.3	41.5	33.5	30.1	47.4	36.4	28.1	23.5	21.1	30.1		19.8	15.7
25TH	50.5	58.5	39.5	36.5		22.5	21.5	43.5	35.5	27.5	24.5	42.5	31.5	24.5	21.5	17.5	24.5		17.5	14.5
50TH	59.5	58.5	39.5	36.5		22.5	23.5	51.5	35.5	32.5	30.5	46.5	34.5	29.5	23.5	16.5	28.5		17.5	14.5
75TH	62.5	64.5	49.5	41.5		33.5	25.5	62.5	47.5	40.5	32.5	53.5	36.5	30.5	24.5	25.5	31.5		22.5	17.5
START	0.0	0.0	0.0	32.6		0.0	21.4	42.3	38.7	32.6	28.9	38.7	26.6	20.2	19.0	17.1	25.8		0.0	13.6
NO. COMPANIES	4	2	3	3		2	3	3	2	3	4	5	5	3	5	7	4		2	6
NO. EMPLOYEES	4	2	12	33		5	9	16	30	18	15	5	11	18	22	24	4		10	35

COLUMBUS, OH

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	44.6	48.7	34.5	31.0	47.0	31.2	25.8	44.9	39.1	33.7	29.2	42.4	34.9	24.0	19.9	18.2	23.2	17.9	15.5	15.1
AVERAGE	49.3	46.0	36.7	32.2	46.5	30.0	24.9	46.4	41.1	34.5	28.6	42.8	33.8	22.4	20.4	18.0	24.5	18.6	16.6	14.9
25TH	35.5	36.5	31.5	27.5	45.5	29.5	20.5	42.5	36.5	29.5	25.5	34.5	29.5	19.5	18.5	15.5	19.5	16.5	14.5	14.5
50TH	51.5	48.5	36.5	31.5	46.5	29.5	24.5	45.5	39.5	35.5	29.5	41.5	30.5	21.5	19.5	17.5	23.5	17.5	16.5	14.5
75TH	57.5	51.5	41.5	37.5	46.5	34.5	26.5	52.5	44.5	36.5	31.5	51.5	39.5	24.5	22.5	20.5	27.5	18.5	18.5	15.5
START	40.0	33.5	27.6	25.0	36.7	24.9	22.2	37.7	32.4	28.0	24.3	34.0	26.3	19.3	17.5	15.9	19.6	15.5	14.4	13.2
NO. COMPANIES	35	11	11	18	10	11	23	19	12	26	35	23	14	19	21	35	18	13	14	30
NO. EMPLOYEES	46	30	44	84	17	52	166	165	155	322	376	26	69	59	104	102	33	37	153	138

DAYTON, OH

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	61.0	52.3	43.6	33.0	48.1	42.2	31.5	49.5	39.6	37.6	27.8	45.8	35.3	23.3	21.1	17.7	32.0	21.4	14.4	14.1
AVERAGE	61.0	52.3	42.8	34.0	46.5	37.2	32.6	51.9	39.9	40.6	28.2	45.6	34.4	23.5	21.3	17.9	27.6	20.3	16.3	14.2
25TH	52.5	47.5	37.5	31.5	39.5	32.5	27.5	46.5	37.5	35.5	25.5	36.5	31.5	21.5	19.5	15.5	21.5	17.5	14.5	12.5
50TH	58.5	52.5	42.5	33.5	42.5	35.5	29.5	48.5	38.5	37.5	27.5	39.5	34.5	23.5	19.5	16.5	25.5	17.5	16.5	13.5
75TH	70.5	56.5	43.5	35.5	52.5	43.5	32.5	56.5	40.5	39.5	31.5	57.5	36.5	24.5	22.5	19.5	27.5	23.5	17.5	13.5
START	51.4	50.3	39.3	32.1	40.1	34.2	29.1	37.7	32.4	29.3	24.7	34.1	29.0	21.3	18.4	16.5	23.7	17.0	14.2	12.6
NO. COMPANIES	13	5	4	6	3	3	8	10	10	10	10	12	11	7	10	17	5	6	5	6
NO. EMPLOYEES	13	5	24	29	13	62	84	19	31	41	45	12	15	24	37	63	14	30	56	87

DETROIT, MI

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	53.8		48.0	44.7		34.4	26.0	57.1	41.5	43.2	30.0	44.6	29.2		23.3	15.7	22.8	19.2	17.4	14.6
AVERAGE	53.8		51.3	44.2		32.3	27.1	57.1	41.5	40.0	28.5	44.6	23.8		22.1	17.7	22.3	19.2	19.5	13.3
25TH	54.5		46.5	40.5		27.5	23.5	57.5	31.5	28.5	24.5	31.5	23.5		19.5	17.5	20.5	19.5	16.5	12.5
50TH	55.5		48.5	40.5		31.5	23.5	57.5	31.5	38.5	28.5	31.5	23.5		22.5	18.5	20.5	19.5	16.5	13.5
75TH	55.5		57.5	48.5		37.5	30.5	57.5	51.5	53.5	33.5	57.5	33.5		25.5	13.5	24.5	19.5	22.5	14.5
START	46.4		43.0	39.2		28.4	24.8	47.5	37.1	34.3	26.1	38.1	26.4		20.0	16.2	19.9	17.1	15.5	14.3
NO. COMPANIES	5		2	2		3	2	1	2	3	5	2	3		3	5	2	1	2	5
NO. EMPLOYEES	5		7	3		21	14	5	2	4	21	2	4		9	16	2	13	12	28

EVANSVILLE, IN

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	42.8			36.6		26.4	20.8	42.2		33.4	28.3	35.9	23.6	21.0	21.5	16.3	21.5		13.2	13.7
AVERAGE	42.8			35.3		26.4	20.8	42.2		32.9	27.3	35.9	25.2	20.9	19.3	16.6	21.1		13.3	14.2
25TH	20.5			31.5		25.5	19.5	40.5		28.5	22.5	30.5	17.5	18.5	15.5	13.5	20.5		13.5	11.5
50TH	45.5			31.5		25.5	20.5	40.5		32.5	24.5	35.5	20.5	20.5	18.5	14.5	20.5		13.5	12.5
75TH	49.5			39.5		27.5	21.5	44.5		37.5	27.5	42.5	23.5	21.5	21.5	17.5	22.5		13.5	15.5
START	36.5			31.5		23.5	19.1	33.6		28.7	23.3	27.4	19.2	18.1	15.7	14.3	16.3		12.5	12.2
NO. COMPANIES	8			2		2	3	2		3	4	3	4	4	6	9	2		2	5
NO. EMPLOYEES	8			3		2	8	2		10	13	3	5	6	14	20	3		3	12

FORT WAYNE, IN

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	56.4	49.2	39.6	39.7	45.6	44.2	26.2	46.5	42.7	37.1	29.9	39.6	27.0	24.0	20.4	18.3	27.8	20.2	16.4	12.8
AVERAGE	56.4	49.2	39.0	37.4	45.0	38.4	29.1	44.9	40.4	35.1	27.9	40.2	26.9	24.0	20.9	18.9	26.6	20.2	17.9	14.1
25TH	45.5	44.5	35.5	32.5	42.5	24.5	26.5	41.5	39.5	30.5	23.5	32.5	21.5	21.5	17.5	15.5	26.5	14.5	14.5	12.5
50TH	53.5	50.5	38.5	37.5	44.5	42.5	28.5	44.5	42.5	34.5	29.5	39.5	26.5	22.5	19.5	18.5	27.5	20.5	17.5	14.5
75TH	64.5	52.5	42.5	44.5	46.5	48.5	33.5	49.5	44.5	39.5	31.5	49.5	30.5	25.5	22.5	21.5	29.5	27.5	17.5	17.5
START	41.1	34.4	33.2	29.8	38.2	26.8	25.4	35.7	34.9	29.3	23.9	30.0	24.9	21.1	17.2	15.2	25.3	15.8	17.6	13.0
NO. COMPANIES	14	3	3	7	4	3	5	14	10	15	17	16	11	13	12	20	5	7	8	15
NO. EMPLOYEES	14	3	4	29	7	7	15	36	48	79	171	20	17	23	29	71	9	15	38	79

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

GRAND RAPIDS, MI

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	50.2	38.6	36.9	31.0	38.5	29.1	21.9	54.8	46.6	36.7	30.5	39.6	34.9	26.3	24.1	19.9	24.8	20.2	19.0	14.8
AVERAGE	50.2	38.6	36.9	33.1	38.5	31.2	22.3	49.2	44.8	32.0	29.0	39.6	33.3	24.0	22.9	20.1	25.2	19.8	18.9	14.5
25TH	41.5	32.5	33.5	29.5	36.5	24.5	20.5	32.5	42.5	28.5	27.5	33.5	30.5	19.5	20.5	18.5	22.5	18.5	17.5	12.5
50TH	46.5	34.5	35.5	29.5	37.5	32.5	23.5	47.5	42.5	30.5	31.5	39.5	33.5	20.5	22.5	19.5	23.5	19.5	18.5	15.5
75TH	53.5	43.5	41.5	35.5	41.5	37.5	23.5	56.5	47.5	36.5	32.5	42.5	40.5	26.5	25.5	22.5	25.5	20.5	19.5	16.5
START	39.8	31.3	25.7	27.3	31.4	27.1	19.7	43.0	34.2	27.2	26.1	36.2	27.7	18.6	19.4	16.8	20.6	16.5	16.3	12.2
NO. COMPANIES	15	4	3	6	3	3	3	4	2	7	13	6	7	4	6	13	6	6	7	9
NO. EMPLOYEES	15	4	3	13	3	12	11	6	14	33	48	6	9	14	19	42	7	9	16	44

INDIANAPOLIS, IN

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	53.1	47.6	42.7	33.9	45.1	27.8	29.3	48.6	42.2	36.9	30.0	43.8	30.4	22.0	19.9	17.6	23.4	23.1	17.2	15.0
AVERAGE	53.6	48.6	42.4	32.2	44.3	29.5	30.6	49.1	40.2	35.5	28.6	43.6	30.9	22.5	19.9	17.6	23.4	20.8	15.7	14.5
25TH	48.5	37.5	38.5	29.5	33.5	27.5	22.5	39.5	34.5	33.5	26.5	37.5	25.5	21.5	17.5	15.5	18.5	16.5	13.5	12.5
50TH	56.5	49.5	41.5	31.5	46.5	30.5	26.5	45.5	38.5	35.5	27.5	39.5	30.5	22.5	19.5	18.5	20.5	18.5	13.5	13.5
75TH	70.5	54.5	46.5	34.5	53.5	30.5	30.5	50.5	44.5	39.5	32.5	44.5	35.5	24.5	21.5	19.5	27.5	23.5	17.5	15.5
START	47.4	35.5	33.0	26.4	33.5	25.6	24.3	36.7	32.7	27.7	23.5	34.3	24.3	19.0	17.0	14.6	19.6	16.1	12.5	11.8
NO. COMPANIES	15	7	7	8	3	5	10	12	12	17	21	13	14	9	14	17	7	4	10	14
NO. EMPLOYEES	16	10	15	29	6	32	48	25	44	126	164	13	20	27	48	61	7	70	38	296

ROCKFORD, IL

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	47.0	42.2	37.4	33.2	38.1	32.8	24.3	43.3	32.4	36.1	25.4	27.9	28.6	22.6	20.0	16.2	22.2	16.5	14.1	13.1
AVERAGE	47.0	42.2	37.4	33.9	38.5	33.2	24.8	43.8	32.4	34.3	24.4	27.9	28.6	22.6	19.3	16.9	22.7	18.7	15.4	14.5
25TH	42.5	40.5	33.5	32.5	32.5	30.5	20.5	41.5	27.5	32.5	21.5	22.5	20.5	16.5	16.5	15.5	20.5	14.5	13.5	13.5
50TH	45.5	42.5	34.5	33.5	36.5	30.5	23.5	45.5	31.5	33.5	23.5	26.5	29.5	25.5	18.5	16.5	20.5	17.5	13.5	14.5
75TH	50.5	44.5	43.5	35.5	38.5	35.5	27.5	46.5	38.5	36.5	27.5	27.5	33.5	26.5	21.5	18.5	24.5	19.5	18.5	16.5
START	40.0	33.7	26.3	28.4	30.5	27.5	21.2	35.4	29.0	27.3	21.5	25.0	24.8	19.9	16.3	14.7	19.8	14.3	13.1	12.9
NO. COMPANIES	19	5	3	10	4	6	8	6	3	11	11	4	7	5	13	15	3	4	6	13
NO. EMPLOYEES	19	5	3	17	6	7	14	6	3	22	24	4	7	5	17	36	4	9	17	108

TOLEDO, OH

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	51.2	44.0	38.5	33.5	41.3	29.5	27.1	47.3	42.0	33.2	26.4	35.5	29.1	22.2	21.4	16.7	25.5	18.1	16.2	16.3
AVERAGE	51.2	44.0	40.0	32.9	43.2	30.9	27.4	47.3	39.8	33.9	28.4	33.5	28.4	23.8	21.4	19.0	26.5	17.3	17.1	15.8
25TH	43.5	39.5	33.5	30.5	39.5	27.5	22.5	34.5	36.5	29.5	25.5	27.5	24.5	19.5	20.5	16.5	21.5	14.5	15.5	13.5
50TH	50.5	39.5	38.5	32.5	33.5	27.5	27.5	47.5	39.5	33.5	26.5	38.5	26.5	20.5	21.5	19.5	23.5	15.5	15.5	15.5
75TH	57.5	42.5	42.5	35.5	53.5	32.5	32.5	53.5	41.5	38.5	31.5	43.5	34.5	26.5	22.5	21.5	24.5	19.5	19.5	18.5
START	39.2	34.3	33.6	26.5	36.4	26.6	23.3	35.3	32.4	28.5	23.8	33.6	22.7	20.4	17.3	15.3	23.5	15.5	14.5	13.7
NO. COMPANIES	21	5	6	6	4	6	11	12	9	11	14	11	13	6	15	16	9	4	2	16
NO. EMPLOYEES	21	5	16	20	5	13	34	12	23	26	42	11	14	14	44	37	10	6	5	105

WEST CENTRAL UNITED STATES

CEDAR RAPIDS, IA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	51.1	43.5		33.1	45.6	22.0	21.7	41.6	34.6	30.6	25.5	36.7	22.0	19.3	19.0	16.7	22.6		17.6	17.7
AVERAGE	51.1	45.0		32.0	45.6	27.1	21.5	41.6	34.1	33.3	26.6	36.7	22.2	19.3	19.3	17.4	22.6		16.6	17.1
25TH	39.5	37.5		30.5	31.5	24.5	20.5	36.5	31.5	28.5	24.5	33.5	20.5	19.5	16.5	15.5	16.5		12.5	13.5
50TH	42.5	43.5		33.5	44.5	26.5	22.5	39.5	34.5	30.5	26.5	36.5	22.5	19.5	19.5	17.5	19.5		16.5	14.5
75TH	52.5	49.5		34.5	51.5	30.5	22.5	41.5	34.5	31.5	28.5	39.5	23.5	19.5	20.5	17.5	20.5		20.5	17.5
START	39.8	38.3		25.5	36.7	24.4	18.5	29.3	25.6	26.9	24.0	26.9	20.5	17.2	15.8	15.6	22.2		15.9	14.3
NO. COMPANIES	12	4		9	3	3	5	6	4	6	12	6	7	3	8	12	4		3	8
NO. EMPLOYEES	12	5		17	3	20	12	6	14	23	69	6	8	4	15	49	4		4	12

DAVENPORT, IA (QUAD-CITIES)

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	49.1	45.9	42.8	36.7	38.2	26.3	25.8	47.9	40.0	34.5	29.3	39.5	27.6	24.0	23.0	18.0	26.6	19.7	17.4	14.3
AVERAGE	49.1	45.9	41.9	35.1	39.6	26.9	21.3	47.1	37.4	31.4	27.1	42.4	28.9	23.2	22.7	18.4	27.3	19.9	17.4	14.7
25TH	43.5	42.5	37.5	32.5	34.5	22.5	15.5	43.5	31.5	29.5	22.5	37.5	22.5	16.5	17.5	16.5	21.5	15.5	17.5	12.5
50TH	47.5	42.5	42.5	34.5	35.5	27.5	20.5	44.5	39.5	30.5	27.5	47.5	25.5	18.5	22.5	17.5	25.5	17.5	17.5	13.5
75TH	50.5	49.5	45.5	35.5	46.5	30.5	25.5	52.5	42.5	33.5	31.5	48.5	35.5	28.5	26.5	20.5	33.5	23.5	18.5	16.5
START	38.0	43.0	32.3	23.5	28.0	22.0	17.4	40.1	31.5	27.4	22.1	34.5	23.3	22.7	19.8	15.5	24.2	15.4	14.2	12.7
NO. COMPANIES	17	2	5	6	5	4	6	5	2	9	15	5	10	5	10	14	5	3	5	10
NO. EMPLOYEES	17	2	7	16	6	9	25	6	26	35	87	6	12	6	28	43	7	9	7	64

DES MOINES, IA

	JOB CATEGORY																			
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	60.2	40.0	36.7	31.2	40.4	28.4	22.8	47.0	36.1	34.7	27.4	42.8	32.3	24.2	20.9	18.1	23.2	19.1	15.5	14.3
AVERAGE	60.2	44.1	40.1	32.7	43.7	29.1	24.0	47.6	38.1	33.4	28.5	43.0	32.0	23.7	20.4	17.3	24.7	20.2	15.8	13.9
25TH	47.5	35.5	33.5	29.5	33.5	26.5	20.5	45.5	36.5	29.5	23.5	38.5	25.5	21.5	18.5	15.5	20.5	16.5	13.5	12.5
50TH	54.5	47.5	40.5	32.5	44.5	23.5	23.5	48.5	39.5	34.5	25.5	42.5	30.5	23.5	20.5	17.5	21.5	19.5	15.5	13.5
75TH	64.5	50.5	42.5	34.5	46.5	31.5	25.5	51.5	40.5	37.5	29.5	47.5	36.5	26.5	22.5	19.5	28.5	23.5	16.5	15.5
START	47.9	35.9	31.7	27.4	34.9	24.7	20.7	39.0	29.8	27.7	23.1	33.1	25.4	19.0	18.0	15.1	18.3	15.2	13.6	11.8
NO. COMPANIES	32	11	10	17	11	12	19	17	18	27	34	23	24	19	27	35	14	9	13	24
NO. EMPLOYEES	32	37	63	36	39	73	115	41	87	179	360	26	40	42	94	134	23	21	146	152

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

FARGO-MOORHEAD, ND

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	50.8	36.1		21.7		27.4	20.5	41.0	31.3	25.2	26.1	33.0	21.0	16.6	14.1	14.9			11.8	13.2
AVERAGE	45.4	36.1		24.0		27.7	19.4	39.8	31.3	25.7	26.4	35.5	21.0	16.7	13.8	15.6			11.8	13.0
25TH	44.5	32.5		17.5		26.5	16.5	37.5	31.5	24.5	22.5	29.5	18.5	16.5	13.5	14.5			11.5	11.5
50TH	48.5	32.5		17.5		27.5	18.5	38.5	31.5	25.5	24.5	31.5	18.5	16.5	13.5	14.5			11.5	11.5
75TH	49.5	40.5		31.5		29.5	25.5	41.5	31.5	26.5	26.5	45.5	23.5	16.5	14.5	17.5			11.5	12.5
START	35.7	26.1		21.1		19.5	16.7	31.7	24.8	23.1	23.6	24.1	16.5	16.6	13.9	14.4			10.1	11.8
NO. COMPANIES	5	2		2		3	6	4	1	3	5	5	2	2	2	6			1	6
NO. EMPLOYEES	37	2		3		6	10	18	5	41	26	13	2	3	5	9			7	12

KANSAS CITY, MO

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	58.7	49.0	41.3	30.0	49.9	36.3	27.9	49.4	41.5	35.2	29.7	43.9	32.8	22.9	19.9	18.3	25.3	19.6	16.7	14.2
AVERAGE	58.7	49.0	40.8	28.9	47.3	35.4	24.5	52.0	42.0	34.1	28.4	43.9	33.2	23.8	20.6	18.0	26.3	19.9	16.7	14.4
25TH	47.5	39.5	36.5	27.5	40.5	26.5	20.5	44.5	36.5	32.5	26.5	39.5	27.5	20.5	17.5	16.5	21.5	17.5	15.5	13.5
50TH	54.5	43.5	39.5	32.5	48.5	34.5	23.5	48.5	40.5	34.5	28.5	42.5	33.5	22.5	20.5	18.5	22.5	19.5	16.5	14.5
75TH	70.5	56.5	42.5	32.5	54.5	41.5	27.5	59.5	45.5	36.5	29.5	49.5	37.5	25.5	23.5	18.5	28.5	20.5	17.5	15.5
START	45.5	40.6	31.7	25.0	38.0	28.2	21.1	41.4	31.5	27.7	24.1	35.5	25.5	20.3	17.3	15.4	19.9	15.1	13.9	12.5
NO. COMPANIES	19	4	8	9	8	8	14	12	14	18	21	17	19	12	15	21	10	12	13	18
NO. EMPLOYEES	19	4	21	19	15	32	43	19	43	93	127	18	24	35	49	56	13	20	43	72

LINCOLN, NE

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.2	39.2	36.3	29.5	36.0	27.2	21.7	41.7	35.1	30.7	26.9	37.0	35.1	24.0	19.6	14.5	24.3	16.9	13.1	11.6
AVERAGE	54.2	39.2	34.7	28.7	36.3	27.5	21.1	41.1	32.4	28.7	25.7	37.0	29.8	24.1	19.0	14.4	24.8	15.3	15.1	14.2
25TH	43.5	38.5	30.5	25.5	32.5	25.5	16.5	34.5	30.5	25.5	23.5	30.5	22.5	20.5	15.5	12.5	17.5	13.5	12.5	11.5
50TH	45.5	39.5	37.5	26.5	34.5	27.5	21.5	39.5	31.5	23.5	25.5	35.5	24.5	20.5	19.5	13.5	22.5	13.5	13.5	14.5
75TH	55.5	40.5	38.5	34.5	40.5	28.5	23.5	45.5	40.5	30.5	27.5	44.5	36.5	23.5	20.5	15.5	25.5	17.5	17.5	16.5
START	41.9	35.5	27.2	24.5	32.7	25.4	18.5	34.4	29.6	25.5	22.7	32.4	26.1	18.4	15.6	12.3	20.6	13.1	12.9	11.1
NO. COMPANIES	16	5	5	7	9	8	13	10	6	16	15	13	7	8	11	15	10	6	6	11
NO. EMPLOYEES	22	5	20	23	11	23	68	16	22	63	64	13	19	15	59	54	12	11	30	111

MADISON, WI

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	36.7	39.4	38.8	31.9	39.8	28.1	23.8	44.0	39.6	32.7	29.5		32.3	25.2	21.8	17.7		22.1	18.5	14.4
AVERAGE	36.7	37.0	38.8	31.9	39.4	29.8	25.1	45.6	39.4	32.0	27.1		32.0	22.2	22.5	17.3		21.3	18.7	14.2
25TH	29.5	34.5	33.5	31.5	33.5	28.5	23.5	32.5	33.5	24.5	22.5		27.5	19.5	18.5	15.5		19.5	16.5	13.5
50TH	37.5	36.5	41.5	31.5	33.5	26.5	23.5	47.5	39.5	30.5	26.5		28.5	21.5	20.5	17.5		19.5	18.5	14.5
75TH	37.5	33.5	42.5	31.5	39.5	33.5	26.5	57.5	39.5	35.5	32.5		35.5	21.5	20.5	18.5		24.5	19.5	15.5
START	32.0	33.3	26.5	26.0	34.4	24.6	22.7	34.4	33.4	28.3	24.4		27.4	19.8	18.8	15.3		19.8	16.0	13.3
NO. COMPANIES	4	3	3	1	2	3	2	3	2	4	7		6	6	4	6		3	3	6
NO. EMPLOYEES	4	24	3	15	23	44	89	6	5	13	21		8	6	7	22		4	7	25

MID-MISSOURI

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	49.9	37.0	34.9	29.3	40.9	27.5	22.7	40.0	36.1	28.8	25.0	34.2	30.2	27.4	20.9	16.5	24.1	18.4	16.0	13.6
AVERAGE	51.7	38.6	33.7	26.8	41.7	29.1	23.1	38.9	34.8	28.3	24.3	33.9	28.7	26.1	19.9	17.5	25.6	18.2	16.3	14.1
25TH	42.5	29.5	26.5	27.5	32.5	28.5	23.5	33.5	31.5	26.5	21.5	25.5	25.5	18.5	17.5	15.5	16.5	15.5	15.5	13.5
50TH	44.5	37.5	32.5	28.5	39.5	28.5	23.5	36.5	33.5	28.5	24.5	35.5	29.5	19.5	21.5	18.5	23.5	19.5	16.5	13.5
75TH	48.5	33.5	42.5	31.5	48.5	29.5	24.5	40.5	36.5	29.5	28.5	38.5	31.5	26.5	22.5	19.5	23.5	21.5	16.5	15.5
START	35.1	32.4	27.0	24.6	30.8	24.3	20.7	31.2	27.9	23.3	21.3	27.3	24.2	21.3	17.2	15.2	19.6	14.1	13.4	11.8
NO. COMPANIES	10	4	3	9	4	5	5	9	5	6	10	7	5	4	5	3	6	6	5	9
NO. EMPLOYEES	11	6	10	34	6	15	36	27	35	96	143	8	10	19	28	40	11	25	140	85

MILWAUKEE, WI

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	56.7	45.4	44.6	38.1	42.3	33.9	25.7	51.6	44.9	37.7	32.2	47.8	34.4	27.6	25.4	22.4	31.0	19.6	18.0	15.2
AVERAGE	59.7	47.2	40.5	35.3	45.0	31.7	26.1	48.7	41.0	34.9	28.4	47.8	32.7	27.2	24.1	20.5	28.9	19.6	17.2	15.2
25TH	44.5	38.5	36.5	29.5	36.5	27.5	22.5	45.5	36.5	32.5	26.5	37.5	26.5	23.5	21.5	17.5	23.5	16.5	16.5	12.5
50TH	52.5	42.5	39.5	37.5	47.5	30.5	26.5	49.5	41.5	35.5	28.5	47.5	31.5	27.5	23.5	19.5	25.5	18.5	18.5	15.5
75TH	70.5	50.5	44.5	38.5	52.5	33.5	27.5	54.5	43.5	38.5	31.5	57.5	36.5	29.5	24.5	21.5	37.5	21.5	19.5	16.5
START	54.6	37.7	33.3	29.5	37.3	28.4	22.8	42.4	32.9	30.1	25.0	37.8	27.4	22.9	20.9	16.8	24.7	19.6	15.1	13.8
NO. COMPANIES	19	7	12	14	8	10	15	15	9	17	25	13	12	8	20	17	10	6	15	19
NO. EMPLOYEES	22	9	52	127	12	32	55	38	49	110	218	13	15	18	74	55	17	6	62	74

MINNEAPOLIS-ST. PAUL, MN

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	51.7	44.1	41.2	38.3	52.6	30.4	25.3	49.3	42.9	36.2	31.5	45.5	38.3	23.5	21.2	22.2	27.9	19.9	18.7	15.0
AVERAGE	51.7	44.1	41.6	32.7	50.4	36.3	24.6	50.2	43.7	34.0	29.2	45.8	31.9	22.7	21.8	18.9	28.9	19.9	18.4	14.8
25TH	42.5	34.5	40.5	27.5	47.5	29.5	22.5	47.5	42.5	32.5	27.5	35.5	25.5	21.5	19.5	16.5	18.5	17.5	18.5	13.5
50TH	43.5	43.5	40.5	35.5	49.5	32.5	23.5	50.5	42.5	33.5	30.5	44.5	30.5	22.5	21.5	17.5	27.5	19.5	18.5	14.5
75TH	61.5	47.5	45.5	38.5	55.5	43.5	25.5	55.5	45.5	37.5	31.5	54.5	37.5	22.5	22.5	19.5	32.5	22.5	20.5	15.5
START	42.1	38.9	35.1	28.3	40.9	30.6	23.4	39.1	38.2	29.4	25.6	37.6	27.1	20.2	18.2	16.0	20.0	16.9	15.6	14.1
NO. COMPANIES	24	5	6	11	3	8	10	13	9	17	26	15	16	9	16	20	7	3	5	17
NO. EMPLOYEES	24	5	13	106	18	67	108	40	76	82	204	16	58	14	32	152	9	3	20	97

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

MINNESOTA (SOUTHERN)

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.8						16.5	38.8		30.6	23.4	33.5		25.0	16.9	17.5				12.6
AVERAGE	48.3						17.6	37.2		30.6	23.0	33.5		25.0	17.1	17.5				12.3
25TH	39.5						15.5	33.5		30.5	21.5	22.5		25.5	16.5	17.5				11.5
50TH	50.5						15.5	35.5		30.5	23.5	30.5		25.5	16.5	17.5				11.5
75TH	57.5						20.5	43.5		30.5	24.5	35.5		25.5	18.5	17.5				13.5
START	34.5						17.5	30.7		25.5	22.4	28.0		0.0	15.2	10.9				11.4
NO. COMPANIES	3						2	3		1	3	4		1	2	1				2
NO. EMPLOYEES	3						3	4		2	5	4		2	3	5				2

OMAHA, NE

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	61.1	44.9	41.5	42.1	42.0	24.6	24.0	44.3	35.9	34.0	31.0	30.0	24.7	22.4	20.1	15.0	13.5	12.6	14.3	11.2
AVERAGE	57.5	44.6	44.9	37.3	42.0	24.6	23.9	47.4	39.5	33.2	27.7	30.0	26.1	21.3	19.1	14.9	18.6	12.9	14.3	12.3
25TH	43.5	42.5	39.5	35.5	35.5	24.5	22.5	49.5	34.5	30.5	24.5	21.5	26.5	19.5	17.5	13.5	14.5	11.5	14.5	11.5
50TH	58.5	45.5	39.5	37.5	35.5	24.5	23.5	49.5	35.5	32.5	27.5	23.5	26.5	21.5	19.5	14.5	13.5	11.5	14.5	12.5
75TH	67.5	47.5	50.5	41.5	48.5	24.5	26.5	50.5	48.5	34.5	31.5	36.5	26.5	24.5	20.5	16.5	22.5	15.5	15.5	13.5
START	41.4	35.3	32.9	29.1	38.9	22.6	20.3	38.4	31.8	27.4	22.3	24.4	20.2	18.2	16.2	13.5	14.6	11.4	12.5	11.6
NO. COMPANIES	10	5	2	5	2	1	5	5	3	8	8	6	5	5	7	10	7	3	3	17
NO. EMPLOYEES	16	6	5	47	2	2	63	10	25	50	103	6	7	10	16	31	9	3	5	160

ST. LOUIS, MO

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.6	43.9	42.6	37.3	40.6	29.0	24.6	43.7	34.9	32.9	28.2	37.5	28.6	25.0	18.7	16.8	27.7	20.1	15.4	14.5
AVERAGE	54.6	43.9	40.0	34.5	42.8	28.5	23.7	45.8	36.6	33.6	27.4	37.5	29.0	22.3	20.1	17.7	27.4	19.9	16.6	14.6
25TH	42.5	35.5	37.5	33.5	36.5	25.5	19.5	38.5	32.5	31.5	23.5	32.5	23.5	19.5	18.5	15.5	17.5	16.5	15.5	12.5
50TH	53.5	43.5	40.5	35.5	38.5	28.5	24.5	42.5	36.5	34.5	27.5	33.5	26.5	20.5	19.5	17.5	26.5	19.5	16.5	14.5
75TH	60.5	47.5	45.5	40.5	43.5	29.5	25.5	48.5	42.5	35.5	28.5	40.5	29.5	22.5	22.5	20.5	33.5	20.5	17.5	15.5
START	38.1	32.2	30.1	27.1	30.4	24.0	20.5	39.1	31.1	27.9	23.8	31.3	23.7	20.0	16.7	15.7	23.4	18.3	13.9	13.4
NO. COMPANIES	13	4	10	10	6	5	11	9	7	10	16	10	8	8	8	13	7	4	3	12
NO. EMPLOYEES	13	4	65	50	12	23	47	22	12	65	74	10	13	26	41	71	12	9	46	133

TOPEKA, KS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	52.4		41.2	35.6		38.9	23.6	52.8	49.2	35.4	30.4	37.1	29.8		24.5	19.8	23.1		13.0	16.3
AVERAGE	52.4		41.2	36.9		36.8	23.4	48.7	49.4	36.7	31.5	37.1	30.1		24.7	20.6	23.1		13.0	15.2
25TH	45.5		41.5	32.5		30.5	22.5	34.5	48.5	32.5	30.5	34.5	28.5		21.5	18.5	16.5		13.5	13.5
50TH	49.5		41.5	32.5		38.5	23.5	41.5	48.5	34.5	32.5	36.5	29.5		25.5	20.5	16.5		13.5	14.5
75TH	65.5		41.5	41.5		42.5	23.5	50.5	51.5	39.5	33.5	39.5	33.5		26.5	21.5	30.5		13.5	17.5
START	41.9		33.3	29.6		29.5	21.6	41.4	38.7	29.5	25.4	32.4	27.7		22.3	16.7	26.7		11.9	13.6
NO. COMPANIES	7		2	2		3	4	4	3	6	7	6	3		3	8	2		1	6
NO. EMPLOYEES	7		4	3		5	14	5	14	27	23	6	4		7	26	2		5	20

WICHITA, KS

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	62.1	48.8	40.1	36.9	50.6	32.3	31.4	46.8	42.9	38.2	27.6	46.1	36.1	30.7	31.2	22.2	31.0	22.5	17.9	18.2
AVERAGE	59.7	50.0	40.1	35.1	50.7	30.1	35.1	47.7	41.5	34.3	27.4	46.1	35.9	29.9	24.3	19.7	30.9	20.5	16.2	15.0
25TH	51.5	41.5	40.5	31.5	43.5	23.5	26.5	41.5	36.5	30.5	24.5	40.5	26.5	23.5	21.5	17.5	27.5	20.5	17.5	11.5
50TH	61.5	43.5	40.5	34.5	55.5	25.5	28.5	46.5	39.5	32.5	27.5	43.5	34.5	26.5	23.5	19.5	33.5	20.5	17.5	14.5
75TH	63.5	57.5	40.5	37.5	57.5	32.5	42.5	54.5	41.5	36.5	28.5	45.5	36.5	36.5	27.5	23.5	31.5	20.5	18.5	15.5
START	48.3	39.2	31.6	30.4	43.3	32.1	29.2	36.0	32.9	27.8	25.0	34.5	27.6	24.2	19.7	16.2	24.8	15.5	15.1	12.3
NO. COMPANIES	11	4	1	6	7	4	5	13	6	11	14	9	8	5	10	13	5	4	6	8
NO. EMPLOYEES	12	5	5	24	8	10	22	22	32	83	92	9	15	11	59	30	5	5	14	16

SOUTHERN UNITED STATES

ATLANTA, GA

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	41.1			35.1	49.5	42.3	35.2		34.9	34.6		40.8	30.7	22.9	20.6	17.9	26.8		16.6	15.0
AVERAGE	41.1			35.1	49.5	31.5	26.4		36.2	28.7		40.8	31.5	22.9	22.1	18.0	26.8		16.6	15.2
25TH	38.5			28.5	47.5	19.5	19.5		32.5	22.5		38.5	25.5	22.5	13.5	15.5	24.5		14.5	14.5
50TH	38.5			28.5	49.5	19.5	22.5		32.5	25.5		43.5	23.5	22.5	20.5	19.5	24.5		16.5	14.5
75TH	43.5			42.5	51.5	43.5	36.5		39.5	36.5		47.5	31.5	22.5	27.5	20.5	29.5		17.5	15.5
START	33.9			34.5	38.7	31.8	26.2		29.0	25.1		34.7	28.0	19.6	21.0	17.7	17.7		15.2	15.2
NO. COMPANIES	2			2	3	2	3		2	3		5	4	1	3	3	2		4	3
NO. EMPLOYEES	2			2	7	19	21		7	11		5	8	2	9	5	2		13	12

BIRMINGHAM, AL

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	65.2		38.1	30.0	45.8	27.1	21.3	55.3	45.2	38.4	30.9	43.1	28.3	21.6	16.0	15.5	30.6	24.0	16.1	14.4
AVERAGE	65.2		38.1	30.7	45.0	29.8	22.2	51.7	43.3	38.6	31.2	43.1	31.2	26.1	17.7	16.3	33.6	21.0	16.3	13.7
25TH	48.5		36.5	27.5	44.5	25.5	21.5	36.5	36.5	31.5	27.5	35.5	26.5	16.5	14.5	13.5	29.5	15.5	14.5	13.5
50TH	60.5		38.5	28.5	44.5	29.5	22.5	48.5	39.5	33.5	30.5	36.5	29.5	22.5	15.5	15.5	33.5	20.5	16.5	13.5
75TH	70.5		39.5	31.5	46.5	32.5	23.5	65.5	46.5	44.5	35.5	57.5	37.5	28.5	20.5	17.5	46.5	20.5	18.5	14.5
START	53.7		28.8	25.3	33.3	22.8	20.6	43.8	32.5	30.3	26.0	34.3	25.0	21.7	15.1	14.7	24.0	15.5	13.3	12.5
NO. COMPANIES	9		3	4	2	6	5	8	6	7	11	10	7	5	8	12	5	4	6	10
NO. EMPLOYEES	9		15	7	10	22	40	13	51	38	84	10	14	17	19	48	10	7	22	33

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

CHARLOTTE, NC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	46.2	40.3	46.0	38.5	46.0	38.1	27.2	39.8	37.6	38.1	30.7	37.6	27.0	23.1	19.4	17.8	28.8	17.9	16.4	15.7
AVERAGE	46.3	40.3	42.2	38.0	46.0	38.1	23.3	39.8	39.1	37.9	28.1	37.6	27.3	21.7	19.8	19.0	28.8	17.9	16.2	15.6
25TH	40.5	27.5	36.5	36.5	46.5	37.5	24.5	35.5	35.5	30.5	22.5	30.5	25.5	19.5	18.5	16.5	25.5	16.5	16.5	14.5
50TH	45.5	44.5	36.5	35.5	46.5	37.5	26.5	37.5	38.5	39.5	27.5	40.5	26.5	19.5	18.5	16.5	27.5	17.5	16.5	15.5
75TH	51.5	43.5	45.5	39.5	46.5	38.5	29.5	46.5	46.5	44.5	32.5	41.5	28.5	24.5	21.5	19.5	32.5	17.5	16.5	16.5
START	38.1	28.1	32.2	31.5	35.0	32.2	24.6	29.9	30.6	30.5	23.4	25.0	24.3	18.4	17.0	16.3	23.6	14.9	14.9	13.9
NO. COMPANIES	8	3	2	3	2	2	5	3	3	3	6	3	4	2	5	9	3	4	2	7
NO. EMPLOYEES	8	3	5	11	2	4	15	3	4	7	17	3	8	4	15	25	3	4	6	14

COLUMBIA, SC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	57.6			35.1	50.4		23.9	51.8	42.4	32.4	25.7	42.9	30.6	23.3	20.2	17.5	22.0	17.7	15.3	11.4
AVERAGE	57.6			35.1	49.3		23.0	51.8	44.5	34.5	27.2	42.9	34.9	23.0	19.9	17.5	23.0	17.3	14.9	11.8
25TH	49.5			35.5	43.5		21.5	41.5	41.5	29.5	24.5	38.5	26.5	21.5	18.5	17.5	18.5	15.5	13.5	11.5
50TH	51.5			35.5	43.5		21.5	50.5	44.5	33.5	27.5	39.5	30.5	22.5	20.5	17.5	22.5	15.5	13.5	11.5
75TH	70.5			35.5	50.5		24.5	52.5	46.5	39.5	30.5	40.5	42.5	24.5	21.5	18.5	27.5	19.5	16.5	12.5
START	50.5			26.5	36.7		20.2	37.2	33.4	27.9	21.6	36.2	27.3	18.9	15.9	14.5	17.9	13.2	12.0	11.1
NO. COMPANIES	4			1	2		2	4	4	6	6	4	3	3	3	5	3	2	2	3
NO. EMPLOYEES	4			33	11		12	18	32	60	32	4	8	13	11	18	9	10	15	251

DALLAS, TX

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	65.7	45.2	42.3	34.0	46.4	31.8	26.7	53.0	42.7	36.9	31.0	44.0	31.9	22.9	21.2	21.4	24.5	20.5	18.4	14.4
AVERAGE	65.1	47.4	39.2	32.1	47.0	33.3	28.3	54.7	43.9	36.3	30.1	45.3	31.0	23.1	20.5	18.9	25.5	19.3	18.6	15.7
25TH	48.5	39.5	29.5	28.5	42.5	30.5	26.5	49.5	40.5	34.5	28.5	40.5	28.5	22.5	19.5	17.5	21.5	16.5	15.5	13.5
50TH	60.5	46.5	41.5	31.5	47.5	31.5	26.5	52.5	42.5	37.5	30.5	46.5	29.5	23.5	20.5	18.5	27.5	19.5	18.5	16.5
75TH	70.5	56.5	47.5	38.5	51.5	33.5	30.5	61.5	49.5	39.5	32.5	52.5	32.5	25.5	21.5	19.5	28.5	21.5	22.5	17.5
START	58.3	42.3	34.2	27.5	39.6	24.6	22.5	45.5	37.3	31.0	26.1	38.0	26.7	20.0	18.0	16.5	19.6	15.1	15.2	13.5
NO. COMPANIES	22	11	11	7	6	4	12	20	17	22	23	22	20	13	20	24	10	9	16	23
NO. EMPLOYEES	25	19	25	17	7	101	76	33	77	136	159	24	56	42	57	136	16	49	109	153

FORT WORTH, TX

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	63.7			35.3		28.3		50.3	40.2	33.0	26.7	45.6	31.2	22.0	19.4	16.2	30.9	19.0	19.4	14.3
AVERAGE	63.7			31.0		28.3		48.9	41.6	34.1	28.2	45.6	33.2	22.7	20.2	16.6	30.9	18.2	19.8	15.4
25TH	43.5			26.5		26.5		46.5	33.5	30.5	21.5	42.5	29.5	19.5	17.5	15.5	20.5	12.5	16.5	11.5
50TH	53.5			26.5		26.5		48.5	39.5	30.5	25.5	42.5	31.5	21.5	19.5	15.5	23.5	16.5	19.5	13.5
75TH	67.5			36.5		28.5		51.5	43.5	37.5	32.5	43.5	33.5	24.5	19.5	17.5	43.5	20.5	24.5	14.5
START	49.2			27.9		25.6		40.1	35.1	28.6	26.7	36.5	27.4	18.9	17.1	15.1	24.0	15.3	15.0	13.4
NO. COMPANIES	4			2		1		3	2	2	3	5	5	4	4	5	3	4	3	4
NO. EMPLOYEES	4			15		6		8	12	18	16	5	9	12	13	15	3	10	9	72

GEORGIA (NORTHWEST)

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	52.8			32.7					32.4	29.6	25.6		26.2			17.4				14.5
AVERAGE	52.8			29.2					32.4	29.6	27.5		26.3			17.0				14.0
25TH	47.5			23.5					32.5	26.5	24.5		25.5			14.5				13.5
50TH	50.5			23.5					32.5	26.5	26.5		25.5			15.5				13.5
75TH	61.5			34.5					32.5	33.5	30.5		25.5			17.5				15.5
START	27.5			23.3					0.0	0.0	25.0		0.0			0.0				13.2
NO. COMPANIES	3			2					1	2	3		2			4				3
NO. EMPLOYEES	3			6					2	2	26		4			21				7

GREENSBORO, NC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.7		37.7	35.5	51.2	31.6	20.3	48.6	36.3	26.0	26.6	38.5	29.1	21.6	20.4	17.1	22.6	17.1	14.5	14.2
AVERAGE	55.7		37.7	31.9	51.2	34.1	20.6	48.6	36.5	30.2	27.3	37.9	29.1	21.6	20.0	17.8	22.6	17.1	14.5	13.6
25TH	38.5		37.5	23.5	39.5	26.5	18.5	38.5	35.5	27.5	23.5	35.5	23.5	19.5	19.5	16.5	21.5	16.5	14.5	11.5
50TH	38.5		37.5	28.5	39.5	26.5	18.5	47.5	35.5	27.5	27.5	40.5	23.5	21.5	19.5	17.5	21.5	16.5	14.5	14.5
75TH	70.5		37.5	30.5	63.5	41.5	22.5	48.5	37.5	33.5	28.5	41.5	34.5	22.5	21.5	18.5	23.5	17.5	14.5	15.5
START	31.6		0.0	25.2	34.5	27.1	15.6	42.0	0.0	24.4	20.4	32.2	30.3	19.4	16.6	15.3	13.6	0.0	0.0	12.4
NO. COMPANIES	2		1	4	2	2	2	4	2	2	4	6	2	4	5	6	2	2	1	4
NO. EMPLOYEES	2		5	10	2	6	7	4	5	9	16	7	2	6	21	16	2	2	3	18

GREENVILLE, SC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	66.1		40.9	36.3			24.8	46.8	49.1	37.0	28.4	35.2	31.7	25.5	23.3	18.2	34.8	20.0	16.6	14.5
AVERAGE	68.4		49.6	36.0			22.2	47.6	49.1	39.8	26.5	35.2	30.8	25.5	24.6	18.0	36.0	19.9	16.9	15.6
25TH	63.5		39.5	34.5			16.5	41.5	49.5	28.5	23.5	24.5	15.5	25.5	18.5	16.5	27.5	19.5	16.5	12.5
50TH	63.5		39.5	36.5			25.5	46.5	49.5	38.5	24.5	40.5	26.5	25.5	20.5	18.5	30.5	19.5	16.5	14.5
75TH	70.5		60.5	37.5			25.5	55.5	49.5	52.5	29.5	41.5	35.5	25.5	20.5	18.5	32.5	20.5	17.5	14.5
START	51.0		32.6	28.1			19.1	37.8	0.0	24.2	20.4	27.3	26.1	20.3	19.1	14.5	20.9	16.5	14.2	10.3
NO. COMPANIES	2		2	3			3	3	1	3	4	3	4	2	4	5	4	2	2	5
NO. EMPLOYEES	4		12	32			24	16	10	47	53	3	7	2	6	12	5	3	9	25

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

HOUSTON, TX

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.6		39.7	38.6	41.6	35.2	28.0				30.7	42.5	36.7	26.9	21.5	17.4	26.6		18.8	13.8
AVERAGE	54.6		39.7	43.9	43.5	35.4	28.6				32.1	42.5	36.7	26.9	21.4	17.4	26.6		19.8	14.1
25TH	50.5		38.5	31.5	38.5	34.5	27.5				30.5	35.5	33.5	20.5	21.5	15.5	26.5		16.5	12.5
50TH	57.5		39.5	36.5	39.5	34.5	27.5				30.5	45.5	37.5	24.5	21.5	17.5	26.5		17.5	13.5
75TH	60.5		39.5	39.5	47.5	36.5	30.5				34.5	46.5	39.5	36.5	22.5	19.5	26.5		19.5	16.5
START	44.1		32.9	28.9	36.6	31.2	26.2				27.2	34.9	27.7	26.4	19.1	15.2	19.7		14.4	12.3
NO. COMPANIES	6		1	4	2	2	2				2	3	3	3	5	6	2		4	5
NO. EMPLOYEES	6		3	9	4	7	4				8	3	3	3	9	23	2		7	9

KINGSPORT, TN

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.3		36.5	34.1		41.3	35.1	44.7	43.4	34.2	31.8	33.0	29.4	24.9	20.5	17.1	27.6	16.3	17.1	16.0
AVERAGE	54.3		35.0	34.5		41.3	33.5	43.5	40.0	34.1	28.4	34.5	29.4	25.5	20.7	16.7	27.6	17.5	17.6	15.5
25TH	48.5		30.5	30.5		25.5	23.5	43.5	28.5	26.5	23.5	27.5	22.5	21.5	20.5	13.5	21.5	12.5	14.5	11.5
50TH	50.5		30.5	31.5		30.5	37.5	45.5	40.5	30.5	23.5	27.5	28.5	22.5	22.5	15.5	21.5	13.5	17.5	15.5
75TH	58.5		33.5	34.5		46.5	39.5	61.5	51.5	39.5	30.5	40.5	35.5	25.5	22.5	19.5	34.5	20.5	21.5	16.5
START	48.3		28.6	27.2		30.9	27.7	37.5	32.8	27.6	23.5	28.6	26.0	18.0	17.7	14.1	20.2	14.5	12.4	10.8
NO. COMPANIES	9		2	4		4	3	6	3	6	7	4	5	4	5	3	2	3	3	4
NO. EMPLOYEES	9		3	14		4	11	6	7	12	60	5	6	5	9	14	2	4	6	12

KNOXVILLE, TN

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	37.6	46.8	41.2	31.9			28.3	46.7	39.8	30.2	28.9		37.6	22.5	18.6	15.0	25.3	17.5	14.6	13.5
AVERAGE	37.6	46.0	38.3	28.3			28.3	46.7	39.6	31.3	22.2		37.6	22.2	16.9	15.0	22.3	17.5	15.8	13.6
25TH	28.6	41.6	34.5	23.6			23.5	45.5	30.5	26.5	21.5		35.5	18.5	16.5	11.5	21.5	16.5	12.5	12.5
50TH	30.5	41.6	34.5	23.6			23.5	45.5	41.5	31.5	22.5		35.5	23.5	16.5	13.5	21.5	17.5	14.5	13.5
75TH	53.6	50.5	41.5	34.5			28.5	48.5	48.5	31.5	22.5		39.5	28.5	21.5	18.5	24.5	19.5	16.5	14.5
START	31.9	33.4	31.7	23.2			22.9	31.4	26.7	27.5	19.0		31.6	17.9	16.3	14.4	18.3	13.6	14.0	12.4
NO. COMPANIES	6	2	2	2			1	2	3	4	5		2	3	2	4	2	3	4	3
NO. EMPLOYEES	6	6	14	9			4	2	6	8	10		2	10	3	6	3	4	13	15

LEXINGTON, KY

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	45.1				30.7	31.5	21.8	38.8	41.9	31.8	25.5	34.9	27.4	20.2	16.6	13.9	20.4	15.0	13.6	11.8
AVERAGE	45.1				30.7	28.0	19.2	36.1	45.0	31.3	23.4	34.9	27.7	19.9	16.7	15.5	21.3	14.5	14.8	11.5
25TH	24.5				23.5	23.5	16.5	28.5	37.5	25.5	19.5	24.5	27.5	17.5	16.5	13.5	16.5	13.5	12.5	11.5
50TH	44.5				23.5	25.5	16.5	30.5	37.5	28.5	22.5	32.5	27.5	19.5	16.5	15.5	18.5	13.5	13.5	11.5
75TH	57.5				37.5	30.5	22.5	35.5	52.5	39.5	25.5	40.5	28.5	21.5	16.5	16.5	29.5	15.5	16.5	12.5
START	32.2				26.1	21.6	14.4	27.9	26.5	23.6	19.9	26.5	22.6	16.3	14.6	14.1	12.7	11.6	11.8	10.9
NO. COMPANIES	6				2	5	2	4	2	3	5	7	2	4	4	9	3	2	4	5
NO. EMPLOYEES	6				2	12	12	5	21	32	43	7	4	8	16	31	4	4	19	25

LITTLE ROCK, AR

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.7	43.2	41.9	32.7	40.1	35.8	24.8	38.9	48.9	31.4	30.0	31.7	31.9	22.1	19.1	16.9	22.2		17.2	13.9
AVERAGE	54.7	45.4	38.8	29.8	37.7	35.8	23.3	38.9	40.4	31.3	29.4	31.7	32.6	21.1	18.7	16.2	23.8		15.9	14.1
25TH	50.5	39.5	30.5	22.5	34.5	30.5	19.5	32.5	29.5	27.5	23.5	23.5	26.5	18.5	16.5	13.5	16.5		13.5	12.5
50TH	52.5	33.5	40.5	30.5	35.5	37.5	21.5	35.5	35.5	28.5	25.5	25.5	33.5	20.5	19.5	14.5	19.5		15.5	13.5
75TH	60.5	54.5	46.5	39.5	43.5	37.5	23.5	42.5	43.5	32.5	34.5	48.5	40.5	22.5	21.5	18.5	26.5		18.5	15.5
START	44.3	33.5	30.3	25.6	30.2	28.5	21.5	32.0	34.3	26.6	24.1	28.8	27.3	17.0	16.4	13.6	19.3		13.4	11.6
NO. COMPANIES	12	5	9	7	5	4	7	5	4	6	8	7	6	8	11	10	6		6	9
NO. EMPLOYEES	16	6	53	52	30	47	72	5	28	50	21	7	18	27	44	49	11		83	37

LOUISVILLE, KY

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.1	47.4	39.6	35.6	52.3	33.4	26.3	48.1	43.1	33.7	28.4	46.0	30.3	24.4	20.8	18.7	22.8	18.9	13.7	14.3
AVERAGE	54.0	46.2	37.9	35.7	52.5	30.5	27.3	49.0	41.4	34.6	25.8	46.0	29.8	22.7	21.4	15.5	24.9	20.5	16.3	14.2
25TH	34.5	39.5	36.5	33.5	43.5	24.5	21.5	37.5	34.5	34.5	19.5	40.5	22.5	17.5	16.5	12.5	20.5	16.5	14.5	11.5
50TH	47.5	47.5	39.5	34.5	53.5	29.5	26.5	46.5	36.5	36.5	27.5	41.5	34.5	22.5	22.5	14.5	24.5	21.5	16.5	12.5
75TH	69.5	50.5	42.5	39.5	60.5	36.5	33.5	54.5	47.5	36.5	31.5	48.5	34.5	25.5	23.5	17.5	30.5	23.5	19.5	16.5
START	44.3	37.3	30.2	29.6	40.3	28.6	25.6	42.5	32.8	35.0	22.4	40.0	24.5	18.9	17.8	13.9	18.6	13.8	12.8	11.0
NO. COMPANIES	12	5	6	7	3	6	7	8	6	5	10	6	7	9	6	12	5	3	5	8
NO. EMPLOYEES	13	25	67	98	5	37	30	19	21	31	59	6	17	20	40	58	7	5	29	36

NORFOLK, VA

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	48.5	45.2	38.3	32.1	53.6	31.8	26.5	41.2	38.3	31.3	34.8	31.1	26.2	21.4	19.6	20.4	22.2			13.2
AVERAGE	48.5	44.6	38.4	34.1	53.6	30.6	25.4	50.6	38.3	33.1	28.1	34.3	26.1	21.4	19.0	16.9	22.2			13.5
25TH	37.5	39.5	37.5	31.5	53.5	23.5	23.5	40.5	28.5	28.5	23.5	26.5	24.5	18.5	16.5	13.5	19.5			13.5
50TH	47.5	40.5	38.5	35.5	53.5	30.5	24.5	43.5	41.5	31.5	29.5	31.5	24.5	18.5	18.5	16.5	20.5			13.5
75TH	58.5	50.5	38.5	35.5	53.5	36.5	25.5	53.5	45.5	36.5	32.5	44.5	27.5	19.5	19.5	17.5	26.5			14.5
START	42.2	32.7	31.8	29.1	42.6	26.9	22.4	43.2	41.1	31.4	24.7	33.8	25.3	20.1	18.1	15.9	22.7			13.0
NO. COMPANIES	11	6	4	3	2	3	5	4	3	5	8	5	7	4	7	8	3			5
NO. EMPLOYEES	11	10	13	25	2	13	25	35	3	11	255	3	8	3	9	48	3			11

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

OKLAHOMA CITY, OK

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	42.5	35.4	31.2	27.2	33.8	31.1	26.5	37.7	42.7	31.2	27.4	36.2	33.4	20.3	19.3	20.7	21.7	17.0	14.3	12.8
AVERAGE	53.6	44.7	33.2	33.5	38.7	31.7	24.2	44.9	57.4	31.9	26.3	34.6	32.4	21.2	19.3	16.1	20.7	15.3	15.2	12.9
25TH	39.5	34.5	35.5	31.5	37.5	29.5	20.5	39.5	33.5	30.5	24.5	30.5	33.5	16.5	17.5	13.5	11.5	12.5	10.5	11.5
50TH	50.5	45.5	36.5	34.5	40.5	30.5	22.5	45.5	37.5	30.5	27.5	33.5	33.5	19.5	20.5	14.5	21.5	13.5	14.5	12.5
75TH	56.5	56.5	44.5	35.5	45.5	33.5	28.5	50.5	40.5	34.5	29.5	35.5	35.5	26.5	22.5	19.5	25.5	17.5	15.5	14.5
START	37.1	30.1	26.5	26.0	25.5	26.5	22.5	32.4	29.4	27.1	22.0	26.9	26.5	14.1	15.4	13.3	15.9	13.2	10.4	10.3
NO. COMPANIES	17	7	8	5	5	3	5	6	9	10	13	6	5	5	9	19	6	5	4	9
NO. EMPLOYEES	58	53	31	53	21	21	13	61	15	59	51	7	17	9	20	110	31	61	209	34

ORLANDO, FL

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	46.3			39.2	48.1	37.6	27.1	59.4	47.7	38.3	31.3	40.7	26.8	24.2	22.4	20.6		19.3	13.6	14.7
AVERAGE	46.3			36.6	49.4	38.3	26.7	50.5	47.4	39.9	30.0	46.2	26.8	23.4	22.0	20.0		19.3	13.3	14.6
25TH	41.5			25.5	46.5	36.5	26.5	32.5	44.5	35.5	27.5	34.5	24.5	18.5	19.5	16.5		16.5	13.5	12.5
50TH	45.5			34.5	46.5	36.5	26.5	32.5	48.5	39.5	30.5	35.5	25.5	22.5	19.5	19.5		20.5	13.5	15.5
75TH	46.5			38.5	50.5	40.5	27.5	69.5	49.5	43.5	31.5	43.5	30.5	25.5	24.5	21.5		20.5	13.5	16.5
START	43.1			30.6	41.6	32.9	22.1	46.1	39.3	32.7	26.4	37.1	26.1	17.3	16.1	14.5		14.5	11.5	13.5
NO. COMPANIES	5			4	2	2	2	2	3	7	9	4	5	4	4	9		3	2	5
NO. EMPLOYEES	5			9	4	12	6	4	14	40	31	6	5	5	12	26		3	22	8

RALEIGH, NC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	76.1	53.2	33.6	39.3	43.3	30.5	27.1	47.4	43.3	35.3	32.0	42.1	34.6	27.4	23.1	19.0	23.5	16.7	16.0	13.0
AVERAGE	64.5	51.7	41.3	35.4	50.1	30.9	27.0	48.6	43.3	31.2	33.4	42.4	34.2	25.9	22.2	12.6	26.3	13.6	16.7	13.3
25TH	53.5	47.5	36.5	32.5	40.5	30.5	12.5	44.5	40.5	30.5	29.5	32.5	27.5	20.5	17.5	17.5	22.5	17.5	15.5	11.5
50TH	58.5	49.5	40.5	34.5	40.5	30.5	22.5	47.5	41.5	33.5	32.5	41.5	32.5	27.5	21.5	19.5	22.5	17.5	16.5	13.5
75TH	70.5	58.5	45.5	36.5	59.5	31.5	27.5	49.5	45.5	36.5	36.5	54.5	36.5	29.5	26.5	19.5	23.5	19.5	19.5	14.5
START	49.9	34.2	31.6	26.2	38.2	25.0	26.4	37.5	35.7	27.6	28.0	38.5	30.9	24.0	19.9	17.1	19.2	15.3	13.7	12.4
NO. COMPANIES	10	3	4	5	2	2	4	5	8	13	11	11	10	7	11	14	7	6	11	12
NO. EMPLOYEES	100	4	11	21	12	16	20	50	82	183	198	21	33	46	37	111	32	41	354	66

RICHMOND, VA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	51.5	40.5	47.6	42.4	53.2		30.1	51.1	44.1	37.1	31.6	48.2	32.1	24.2	19.9	17.5	24.7	22.5	15.3	13.8
AVERAGE	51.5	40.5	46.5	37.8	53.2		27.1	51.7	42.7	34.2	29.9	49.2	33.1	24.0	20.5	17.5	24.7	20.1	15.5	15.5
25TH	41.5	36.5	33.5	25.5	49.5		24.5	46.5	34.5	29.5	25.5	38.5	29.5	22.5	19.5	16.5	21.5	16.5	13.5	13.5
50TH	59.5	40.5	47.5	37.5	49.5		24.5	51.5	39.5	33.5	29.5	47.5	31.5	25.5	19.5	17.5	23.5	19.5	14.5	16.5
75TH	70.5	45.5	62.5	46.5	70.5		30.5	59.5	46.5	38.5	31.5	62.5	37.5	26.5	22.5	19.5	28.5	23.5	17.5	17.5
START	50.3	31.3	38.4	41.2	45.8		25.1	42.4	36.0	23.4	25.7	42.8	28.6	21.2	17.3	15.3	20.7	14.6	13.2	13.0
NO. COMPANIES	15	5	5	6	2		6	11	10	12	16	7	11	9	7	16	10	5	8	13
NO. EMPLOYEES	15	5	51	17	2		26	24	50	105	137	7	19	33	36	84	10	6	54	113

ROANOKE, VA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE											23.1	24.7	22.1		27.4		23.1	20.1	21.6	14.6
AVERAGE											31.7	24.7	23.1		27.4		23.1	20.1	21.6	14.6
25TH											24.5	16.5	18.5		27.5		12.5	14.5	21.5	11.5
50TH											24.5	16.5	18.5		27.5		12.5	14.5	21.5	17.5
75TH											33.5	33.5	27.5		27.5		34.5	25.5	21.5	18.5
START											26.2	21.6	20.5		17.3		28.2	17.7	18.7	11.4
NO. COMPANIES											2	2	2		1		2	2	1	3
NO. EMPLOYEES											4	2	2		7		2	2	10	3

TULSA, OK

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.8	42.5	45.2	36.1	44.0	25.3	33.9	50.6	41.3	37.7	30.9	49.1	36.6	23.3	22.1	17.2	26.4	22.5	17.1	14.5
AVERAGE	55.8	42.5	45.4	36.1	44.0	25.3	33.9	50.7	40.7	37.8	30.0	48.2	36.4	25.5	22.4	17.8	26.4	21.1	18.2	14.3
25TH	48.5	31.5	45.5	33.5	38.5	25.5	21.5	42.5	33.5	33.5	29.5	41.5	32.5	21.5	20.5	16.5	19.5	17.5	13.5	12.5
50TH	56.5	38.5	45.5	34.5	42.5	25.5	22.5	46.5	33.5	37.5	31.5	47.5	35.5	22.5	22.5	17.5	22.5	19.5	19.5	15.5
75TH	62.5	48.5	45.5	38.5	50.5	25.5	57.5	58.5	48.5	42.5	32.5	53.5	42.5	23.5	23.5	20.5	31.5	25.5	21.5	16.5
START	50.7	33.4	33.7	29.1	36.0	27.3	26.2	40.1	33.1	29.1	28.7	32.2	28.3	21.6	19.0	15.4	20.5	16.5	14.6	12.6
NO. COMPANIES	16	4	2	8	3	1	3	10	6	13	15	9	14	7	13	13	5	5	7	12
NO. EMPLOYEES	18	4	10	21	3	3	4	27	34	35	35	13	22	13	30	60	5	7	12	26

WINSTON-SALEM, NC

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.3	47.0	40.7	32.5		26.3	50.3	71.2	55.4	45.2	33.6	54.0	35.3	27.4	23.7	26.4		18.1	14.3	15.1
AVERAGE	54.3	47.0	40.7	31.4		23.7	26.5	61.4	55.4	38.4	27.0	54.0	32.0	22.3	23.1	22.2		17.2	14.3	14.2
25TH	28.5	47.5	40.5	29.5		20.5	18.5	32.5	55.5	25.5	25.5	22.5	17.5	16.5	16.5	16.5		17.5	14.5	12.5
50TH	30.5	47.5	40.5	31.5		20.5	27.5	38.5	55.5	41.5	24.5	42.5	25.5	18.5	18.5	22.5		17.5	14.5	12.5
75TH	81.5	47.5	40.5	33.5		34.5	33.5	70.5	55.5	43.5	26.5	70.5	40.5	20.5	32.5	28.5		18.5	14.5	15.5
START	57.4	37.2	33.7	25.7		25.5	22.5	60.0	47.5	33.5	25.3	42.4	28.6	21.2	20.3	13.5		14.3	13.4	12.5
NO. COMPANIES	4	1	1	4		2	3	2	1	3	6	3	5	4	2	5		2	2	5
NO. EMPLOYEES	4	5	3	11		3	24	7	22	58	76	3	11	14	33	36		6	12	21

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

WESTERN UNITED STATES

DENVER, CO

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.9					23.5	24.6	48.5	39.1	32.6	31.0	55.0	30.9		24.8	19.1		18.2		15.0
AVERAGE	54.9					23.5	24.6	48.5	39.1	36.0	30.7	55.0	30.9		24.8	19.4		18.2		14.9
25TH	48.5					23.5	23.5	44.5	39.5	30.5	27.5	50.5	30.5		24.5	17.5		15.5		14.5
50TH	48.5					23.5	23.5	44.5	39.5	32.5	29.5	50.5	30.5		24.5	19.5		15.5		14.5
75TH	61.5					23.5	26.5	52.5	39.5	45.5	32.5	59.5	30.5		24.5	21.5		21.5		15.5
START	42.1					21.2	21.2	36.4	31.1	30.0	25.9	37.1	24.2		18.9	16.7		16.1		13.7
NO. COMPANIES	2					1	2	2	1	3	4	2	1		1	3		2		2
NO. EMPLOYEES	2					2	2	2	2	8	13	2	2		2	6		2		3

LOS ANGELES, CA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	45.8	58.0	47.6	42.6	62.3	39.1	31.2	70.9	34.7	45.2	36.6	45.8	34.4	28.2	24.5	21.1	30.7	24.8	20.2	17.2
AVERAGE	45.8	62.2	44.9	40.2	62.3	36.3	31.8	73.2	38.6	44.5	38.3	45.8	34.6	26.2	24.9	20.9	30.7	24.1	20.0	16.9
25TH	26.5	54.5	36.5	34.5	60.5	27.5	26.5	61.5	20.5	41.5	35.5	37.5	31.5	18.5	24.5	19.5	30.5	22.5	18.5	15.5
50TH	34.5	63.5	36.5	43.5	60.5	37.5	29.5	69.5	30.5	45.5	35.5	40.5	31.5	28.5	24.5	20.5	30.5	22.5	20.5	16.5
75TH	63.5	66.5	53.5	44.5	64.5	44.5	39.5	70.5	49.5	46.5	40.5	57.5	32.5	31.5	24.5	21.5	32.5	26.5	20.5	18.5
START	40.1	45.7	35.4	35.3	0.0	31.1	30.9	58.9	43.2	36.2	31.5	35.2	34.2	24.9	23.1	18.6	26.3	21.3	17.3	15.9
NO. COMPANIES	6	3	2	7	2	7	7	4	4	3	6	5	5	3	8	9	6	2	8	7
NO. EMPLOYEES	6	7	6	47	2	84	27	5	18	26	34	5	10	5	29	29	7	3	26	34

OAKLAND-EAST BAY, CA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	45.1	51.1	53.1	43.0		28.5	54.7	48.4	41.7	36.4	50.5	33.1	30.2	28.3	24.1	30.4		21.5		17.0
AVERAGE	44.1	51.1	46.9	40.6		31.1	55.4	46.3	40.1	38.0	50.5	38.6	30.2	26.3	25.3	33.5		20.5		18.5
25TH	33.5	50.5	41.5	35.5		26.5	50.5	43.5	39.5	32.5	49.5	33.5	25.5	22.5	19.5	27.5		18.5		15.5
50TH	43.5	50.5	41.5	39.5		31.5	51.5	46.5	39.5	35.5	50.5	38.5	25.5	27.5	24.5	28.5		19.5		18.5
75TH	53.5	51.5	46.5	45.5		35.5	55.5	49.5	42.5	38.5	51.5	41.5	35.5	28.5	23.5	41.5		22.5		21.5
START	42.9	41.6	39.4	32.0		24.3	46.3	42.1	34.7	28.1	40.0	32.0	29.5	20.4	22.5	24.0		14.7		17.6
NO. COMPANIES	3	2	4	5		3	5	3	6	6	4	4	2	7	7	5		3		11
NO. EMPLOYEES	10	2	20	17		18	40	70	123	98	6	6	2	16	22	8		10		60

PHOENIX, AZ

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	61.5	57.9	46.7	45.0	64.1	44.5	35.5	57.4	45.3	38.3	30.3	43.4	32.9		30.7	23.5	25.4	16.7	17.9	15.2
AVERAGE	61.5	60.7	43.9	39.1	64.1	38.0	30.6	57.4	46.3	36.0	27.4	43.4	34.2		29.7	19.8	25.1	16.9	16.9	15.5
25TH	39.5	55.5	35.5	31.5	64.5	28.5	25.5	57.5	42.5	31.5	24.5	40.5	29.5		21.5	14.5	16.5	15.5	13.5	13.5
50TH	68.5	55.5	47.5	31.5	64.5	28.5	25.5	60.5	46.5	35.5	24.5	41.5	30.5		23.5	17.5	21.5	15.5	17.5	15.5
75TH	70.5	65.5	48.5	47.5	64.5	47.5	35.5	70.5	46.5	39.5	33.5	43.5	35.5		25.5	22.5	26.5	20.5	17.5	17.5
START	53.1	52.4	37.7	35.7	51.2	32.2	25.1	47.4	37.1	31.3	24.0	42.7	30.6		25.5	18.7	23.9	17.2	16.0	13.8
NO. COMPANIES	7	2	3	2	1	2	2	5	4	6	6	4	5		4	6	4	6	6	7
NO. EMPLOYEES	7	5	9	15	3	33	39	6	11	33	37	4	7		22	42	5	7	20	52

PORTLAND, OR

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	51.8					30.3	21.4		33.9	36.8			30.0			16.5				17.0
AVERAGE	51.8					28.2	20.9		37.6	36.8			30.0			16.5				15.9
25TH	49.5					19.5	16.5		35.5	35.5			28.5			16.5				11.5
50TH	52.5					28.5	22.5		35.5	37.5			28.5			16.5				12.5
75TH	53.5					36.5	23.5		39.5	37.5			31.5			16.5				14.5
START	48.5					24.5	19.1		35.5	31.5			25.1			14.8				15.2
NO. COMPANIES	3					3	3		2	3			2			2				4
NO. EMPLOYEES	3					4	4		6	3			2			4				11

SACRAMENTO, CA

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	57.9		37.9	36.1		37.9	28.5	46.5	44.6	31.9	22.9	49.2	28.7	23.9	20.9	19.8	27.9		18.2	16.3
AVERAGE	57.9		37.9	36.1		39.8	27.6	46.5	41.7	32.8	23.3	49.2	28.7	23.9	19.9	18.8	27.9		16.8	16.4
25TH	39.5		31.5	25.5		37.5	26.5	36.5	29.5	29.5	20.5	38.5	26.5	22.5	15.5	18.5	24.5		13.5	15.5
50TH	60.5		31.5	31.5		37.5	26.5	38.5	40.5	29.5	21.5	53.5	26.5	22.5	21.5	18.5	24.5		13.5	16.5
75TH	60.5		44.5	33.5		44.5	29.5	54.5	47.5	39.5	27.5	55.5	31.5	25.5	22.5	20.5	31.5		19.5	16.5
START	45.9		28.0	25.9		32.1	20.5	36.9	34.1	24.7	20.4	40.0	24.1	23.3	18.1	16.2	20.3		14.7	14.2
NO. COMPANIES	4		2	4		3	2	2	4	3	3	3	2	2	3	6	2		2	3
NO. EMPLOYEES	4		2	4		14	6	2	12	12	4	3	2	2	5	22	2		4	6

SALEM, OR

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	46.0		39.9	34.0			22.1				30.4				21.6	17.6	26.6	19.1	16.8	12.1
AVERAGE	46.0		38.4	31.7			21.8				30.5				22.5	17.6	26.6	19.1	17.3	14.4
25TH	33.5		36.5	28.5			18.5				29.5				22.5	16.5	13.5	18.5	15.5	12.5
50TH	42.5		36.5	28.5			18.5				30.5				22.5	16.5	23.5	18.5	15.5	12.5
75TH	54.5		40.5	34.5			24.5				31.5				26.5	19.5	31.5	19.5	18.5	16.5
START	37.0		30.4	27.9			18.7				25.0				19.0	15.1	24.9	17.3	16.2	14.2
NO. COMPANIES	6		2	2			2				3				5	6	3	2	2	6
NO. EMPLOYEES	6		3	3			5				7				8	11	3	2	3	51

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

SAN FRANCISCO, CA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	62.6	41.5	31.9	25.9	44.2	34.6	29.4	50.9	53.0	42.6	34.0	48.0	34.7	24.6	26.9	23.0	30.9	21.7	21.6	17.6
AVERAGE	62.6	41.8	31.9	25.9	47.6	36.5	33.1	52.1	52.9	40.7	33.1	48.0	34.1	21.7	25.9	23.1	32.9	21.5	22.1	16.2
25TH	45.5	41.5	31.5	25.5	42.5	33.5	25.5	39.5	46.5	36.5	29.5	40.5	26.5	16.5	20.5	19.5	27.5	15.5	19.5	16.5
50TH	56.5	41.5	31.5	25.5	42.5	33.5	26.5	47.5	52.5	39.5	32.5	42.5	29.5	16.5	23.5	24.5	27.5	19.5	21.5	17.5
75TH	70.5	41.5	31.5	26.5	53.5	40.5	45.5	61.5	60.5	44.5	38.5	56.5	35.5	27.5	23.5	24.5	31.5	25.5	25.5	19.5
START	48.9	34.6	27.1	23.9	36.5	25.0	31.0	39.6	39.5	35.7	26.0	36.6	25.3	21.7	19.0	19.7	30.3	16.9	15.0	15.2
NO. COMPANIES	10	1	1	2	2	2	3	8	6	11	11	5	8	2	8	12	5	4	3	10
NO. EMPLOYEES	10	3	3	15	5	9	9	25	23	49	42	5	14	4	25	23	9	12	19	58

SAN JOSE, CA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	51.9		45.5	43.6		38.5	35.1	60.8	51.7	43.2	34.9	58.7	32.7		23.6	23.4	26.1	24.7	17.9	19.0
AVERAGE	51.3		47.0	41.3		38.5	35.1	60.8	51.2	40.3	33.8	58.7	32.1		23.8	22.5	26.1	23.9	18.1	18.3
25TH	33.5		45.5	35.5		33.5	35.5	51.5	50.5	36.5	33.5	55.5	29.5		21.5	19.5	23.5	22.5	16.5	14.5
50TH	43.5		45.5	40.5		38.5	35.5	51.5	50.5	39.5	33.5	58.5	32.5		21.5	19.5	25.5	22.5	17.5	15.5
75TH	70.5		48.5	47.5		38.5	35.5	70.5	51.5	45.5	35.5	59.5	36.5		24.5	24.5	26.5	25.5	18.5	22.5
START	33.4		33.7	33.4		35.0	31.9	47.4	33.7	34.0	30.3	52.7	26.2		21.1	20.5	22.6	22.3	16.7	17.3
NO. COMPANIES	6		3	5		1	1	2	2	7	6	2	5		4	5	4	2	4	6
NO. EMPLOYEES	6		11	14		11	9	2	28	66	35	2	14		14	12	4	6	15	21

SEATTLE, WA

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	55.5	46.9	43.1	39.1	48.4	39.2	32.1	47.6	43.9	35.7	32.0	45.7	33.6	28.6	24.6	19.9	23.6	21.0	18.3	16.4
AVERAGE	55.6	48.9	41.3	35.9	44.7	34.9	28.1	48.6	44.1	33.9	28.6	45.4	32.1	28.6	23.4	18.6	23.6	20.6	16.2	15.8
25TH	46.5	40.5	37.5	27.5	40.5	32.5	21.5	36.5	37.5	32.5	26.5	40.5	25.5	26.5	20.5	16.5	21.5	20.5	15.5	13.5
50TH	57.5	45.5	40.5	35.5	40.5	33.5	24.5	43.5	33.5	33.5	23.5	42.5	31.5	27.5	22.5	19.5	22.5	21.5	18.5	16.5
75TH	67.5	53.5	43.5	33.5	56.5	37.5	31.5	52.5	48.5	35.5	30.5	48.5	36.5	29.5	25.5	22.5	26.5	21.5	19.5	17.5
START	40.3	42.5	34.6	29.2	41.1	29.2	24.7	34.3	37.3	35.8	29.2	34.4	26.4	22.6	18.7	16.5	20.3	17.2	14.6	13.9
NO. COMPANIES	15	7	9	12	6	5	5	5	8	11	21	9	5	5	14	22	7	3	5	13
NO. EMPLOYEES	15	13	21	53	9	74	114	23	33	75	113	15	21	23	35	62	10	13	41	73

SEQUOIA/PALO ALTO, CA

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE		42.5						56.2		42.9	38.8	38.0	30.4	30.4	24.5	22.6				15.9
AVERAGE		42.5						56.2		42.2	38.8	38.0	30.4	30.4	23.9	21.6				16.6
25TH		35.5						48.5		40.5	38.5	36.5	24.5	30.5	20.5	17.5				14.5
50TH		35.5						54.5		42.5	38.5	36.5	32.5	30.5	25.5	20.5				15.5
75TH		49.5						65.5		43.5	38.5	40.5	34.5	30.5	26.5	21.5				19.5
START		35.6						44.1		34.8	34.3	38.7	27.0	26.6	20.9	19.5				14.4
NO. COMPANIES		2						3		3	1	2	3	2	3	4				3
NO. EMPLOYEES		2						3		7	9	2	3	2	5	19				55

CANADA (Canadian dollars)

CALGARY, AB

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	64.3	52.8	49.5	43.6	52.0	52.2		49.6			35.5	55.5	42.8	32.0	34.7	26.8			22.5	24.5
AVERAGE	64.3	52.8	49.5	43.4	52.0	52.2		49.6			35.5	55.5	42.8	32.0	34.4	25.7			22.5	24.5
25TH	59.5	44.5	49.5	41.5	50.5	52.5		41.5			29.5	52.5	34.5	27.5	33.5	23.5			22.5	24.5
50TH	59.5	54.5	49.5	41.5	50.5	52.5		41.5			29.5	52.5	42.5	27.5	33.5	26.5			22.5	24.5
75TH	69.5	59.5	49.5	45.5	53.5	52.5		57.5			41.5	58.5	44.5	36.5	34.5	27.5			22.5	24.5
START	57.1	46.2	41.7	34.2	46.8	42.7		39.2			31.8	51.7	35.1	25.9	28.2	23.9			0.0	19.0
NO. COMPANIES	2	3	1	2	2	1		2			2	2	4	2	2	3			1	1
NO. EMPLOYEES	2	3	6	7	2	2		2			4	2	4	2	5	6			2	6

EDMONTON, AB

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE		61.8	41.4	35.6	50.5	45.3	26.1				44.9	29.1	46.8	43.5	30.4	24.2				
AVERAGE		61.8	47.6	39.9	50.5	45.3	26.1				44.9	29.1	46.8	43.5	30.4	25.1				
25TH		55.5	37.5	32.5	50.5	45.5	26.5				31.5	24.5	27.5	36.5	25.5	22.5				
50TH		55.5	37.5	32.5	50.5	45.5	26.5				31.5	24.5	45.5	43.5	27.5	22.5				
75TH		68.5	58.5	47.5	50.5	45.5	26.5				57.5	33.5	56.5	50.5	29.5	28.5				
START		42.7	30.6	33.6	42.7	40.1	23.5				44.2	27.3	37.3	35.9	25.6	21.2				
NO. COMPANIES		2	2	2	1	1	1				2	2	4	3	4	2				
NO. EMPLOYEES		2	5	5	2	3	2				2	2	4	3	4	3				

GRAND VALLEY, ON

	JOB CATEGORY																		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	51.0	45.4		34.5				25.6	47.8	48.5	36.8	32.2	51.4	35.6	29.7	24.7	25.0		13.1	18.2
AVERAGE	49.6	45.4		34.5				24.4	52.3	47.2	38.1	32.0	51.4	35.6	30.0	24.5	22.7		19.8	17.3
25TH	36.5	35.5		27.5				23.5	43.5	42.5	37.5	28.5	30.5	21.5	29.5	21.5	20.5		16.5	16.5
50TH	47.5	35.5		35.5				23.5	52.5	47.5	38.5	32.5	43.5	35.5	29.5	23.5	20.5		18.5	17.5
75TH	65.5	55.5		41.5				25.5	56.5	48.5	41.5	34.5	47.5	46.5	30.5	29.5	22.5		22.5	18.5
START	42.0	32.9		22.0				24.2	42.6	42.6	35.0	28.3	53.0	31.6	25.7	21.6	19.4		16.9	16.1
NO. COMPANIES	10	2		3				2	4	4	9	13	4	6	2	7	10		8	12
NO. EMPLOYEES	11	2		3				11	8	10	19	28	4	6	5	9	24		14	42

A OVERALL DATA PROCESSING MANAGER	H MANAGER/SUPERVISOR - SYSTEMS ANALYSIS & PROGRAMMING	O SENIOR COMPUTER OPERATOR
B MANAGER/SUPERVISOR - SYSTEMS ANALYSIS	I LEAD PROGRAMMER/ANALYST (PROJECT MANAGER)	P COMPUTER OPERATOR
C LEAD SYSTEMS ANALYST	J SENIOR PROGRAMMER/ANALYST	Q SUPERVISOR - DATA ENTRY
D SYSTEMS ANALYST	K PROGRAMMER/ANALYST	R LEAD DATA ENTRY OPERATOR
E MANAGER/SUPERVISOR - APPLICATIONS PROGRAMMING	L MANAGER - COMPUTER OPERATIONS	S SENIOR DATA ENTRY OPERATOR
F SENIOR APPLICATIONS PROGRAMMER	M SUPERVISOR - COMPUTER OPERATIONS	T DATA ENTRY OPERATOR
G APPLICATIONS PROGRAMMER	N LEAD COMPUTER OPERATOR	

Annual salaries in thousands

HAMILTON, ON

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	54.8	50.8	47.7	44.7	48.7	39.7	31.9	47.6	41.4	37.4	33.8	43.1	41.4		31.1	27.2	33.9	20.4		24.0
AVERAGE	56.7	50.8	48.0	41.6	48.7	40.2	31.9	51.3	41.6	36.3	33.1	43.1	43.3		29.6	25.9	33.9	20.4		22.3
25TH	44.5	47.5	44.5	36.5	44.5	38.5	31.5	43.5	41.5	34.5	29.5	33.5	39.5		25.5	21.5	23.5	17.5		20.5
50TH	51.5	48.5	47.5	41.5	44.5	38.5	31.5	43.5	41.5	37.5	31.5	42.5	45.5		29.5	23.5	23.5	17.5		22.5
75TH	54.5	56.5	49.5	43.5	52.5	41.5	33.5	58.5	42.5	38.5	37.5	53.5	46.5		34.5	30.5	44.5	23.5		24.5
START	53.4	40.3	36.6	34.1	37.3	33.9	27.6	42.2	32.6	30.2	30.4	36.7	33.9		25.1	21.5	27.2	19.4		19.4
NO. COMPANIES	4	3	6	10	2	2	9	2	3	9	14	3	9		13	14	2	2		17
NO. EMPLOYEES	55	3	12	35	2	27	48	4	7	27	36	3	12		38	41	2	2		76

REGINA, SK

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	59.0	51.3	43.3	39.0	54.3	47.0	35.3	45.6	46.6	36.9	31.6	51.8	37.1	37.4	32.1	28.9	27.3	24.4	22.5	21.3
AVERAGE	59.0	51.3	42.9	39.4	54.3	47.0	35.3	48.4	39.2	36.4	30.9	51.8	37.1	34.0	29.5	26.5	28.4	26.7	22.7	22.1
25TH	53.5	42.5	37.5	32.5	43.5	47.5	33.5	43.5	34.5	36.5	26.5	50.5	35.5	29.5	24.5	22.5	25.5	23.5	22.5	19.5
50TH	58.5	49.5	43.5	38.5	56.5	47.5	33.5	45.5	38.5	37.5	29.5	50.5	36.5	29.5	30.5	27.5	26.5	23.5	23.5	21.5
75TH	61.5	53.5	47.5	46.5	58.5	47.5	36.5	54.5	47.5	38.5	32.5	52.5	37.5	39.5	34.5	28.5	28.5	30.5	23.5	23.5
START	60.0	39.3	34.6	35.2	41.7	34.2	28.3	39.7	33.1	30.2	27.0	41.4	30.5	29.1	28.9	23.1	25.9	21.7	20.6	18.6
NO. COMPANIES	12	4	5	6	4	1	2	5	6	5	8	2	5	2	6	12	4	2	5	8
NO. EMPLOYEES	12	4	9	11	4	6	18	27	104	83	38	2	5	6	16	49	12	6	14	93

TORONTO, ON

JOB CATEGORY

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
WGHTD. AVERAGE	59.1	59.6	43.0	38.3	52.2	35.9	30.9	54.9	55.9	45.8	38.8	56.9	40.2	37.4	31.2	27.8	32.0		23.6	19.9
AVERAGE	59.3	59.0	43.0	37.5	50.2	39.2	30.5	53.9	57.2	41.3	36.2	53.9	38.0	34.1	29.0	24.5	32.4		24.5	21.0
25TH	49.5	58.5	39.5	31.5	45.5	35.5	26.5	45.5	51.5	36.5	32.5	53.5	29.5	31.5	24.5	20.5	26.5		22.5	18.5
50TH	55.5	59.5	43.5	31.5	53.5	35.5	27.5	47.5	53.5	40.5	35.5	54.5	38.5	32.5	26.5	22.5	31.5		23.5	18.5
75TH	69.5	61.5	43.5	43.5	53.5	46.5	30.5	64.5	61.5	46.5	41.5	67.5	43.5	37.5	28.5	25.5	35.5		25.5	22.5
START	55.5	47.7	36.5	34.6	45.4	34.7	28.5	43.6	48.1	36.2	32.0	46.9	33.2	29.1	25.2	23.4	28.3		20.6	19.4
NO. COMPANIES	9	5	4	6	5	3	4	6	3	10	9	7	6	5	4	12	6		5	9
NO. EMPLOYEES	10	6	3	17	11	54	67	19	24	61	69	7	11	18	12	40	9		10	52

Personnel Survey Reports from AMS

In addition to the *AMS Office Salaries Report, AMS Data Processing Salaries Report* and the *AMS Management Salaries Report,* AMS and the AMS Foundation also conduct annual surveys on benefits programs, personnel policies and other human resources-related topics. Our surveys are conducted at different intervals throughout the year. Therefore, you will always receive the latest issues as they are published for 1989 and 1990.

1989 AMS Office Benefits Survey — reports degree of company benefits offerings by industry, region and company size re: medical, disability, dental, optical, life and pension plans; paid leave policies (vacation, sick, holiday, etc.); and supplementary plans (401k, savings, ESOP, etc.). Also reports benefits expense as percent of payroll. This report is published annually in the fall.
Price: $30 ($15 to AMS members)

1989 AMS Office Turnover Survey — presents exempt and nonexempt turnover rates and reasons for termination by type of business, region and company size. Compares previous year overall averages. This report is published annually in the fall.
Price: $30 ($15 to AMS members)

1989 AMS Business Expenses Survey — examines company policies for reimbursing business travel, education, and relocation expenses. Responses are broken down by type of business, region and company size; compared with previous survey.
Price: $15 ($10 to AMS members)

1989 AMS Hiring & Firing Policies Survey — covers company hiring practices; how they evaluate potential employees, including intelligence/personality testing. Also examines progressive discipline policies, severance pay, and the prevalence of unjust discharge suits. Results reported by type of business, region and company size; compared with previous survey.
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1989 AMS Contract Labor Survey — three-part survey covers trends in temporary help; contract employees; and contracted services (i.e. maintenance, consultants, etc.). Gauges use and reasons for using temp help; prevalence of contract staffing; more. Each category broken down by type of business region and company size; compared with previous survey.
Price: $15 ($10 to AMS members)

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ADDENDUM

In the "Explanation of Salary Data" section of the **1989 Data Processing Salaries Report**, the word *weekly* in the Weighted Average, Average and Start explanation should be *annual*.

Thank you.